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Employment Cost Indexes and Levels, 1975–90

U.S. Department of Labor
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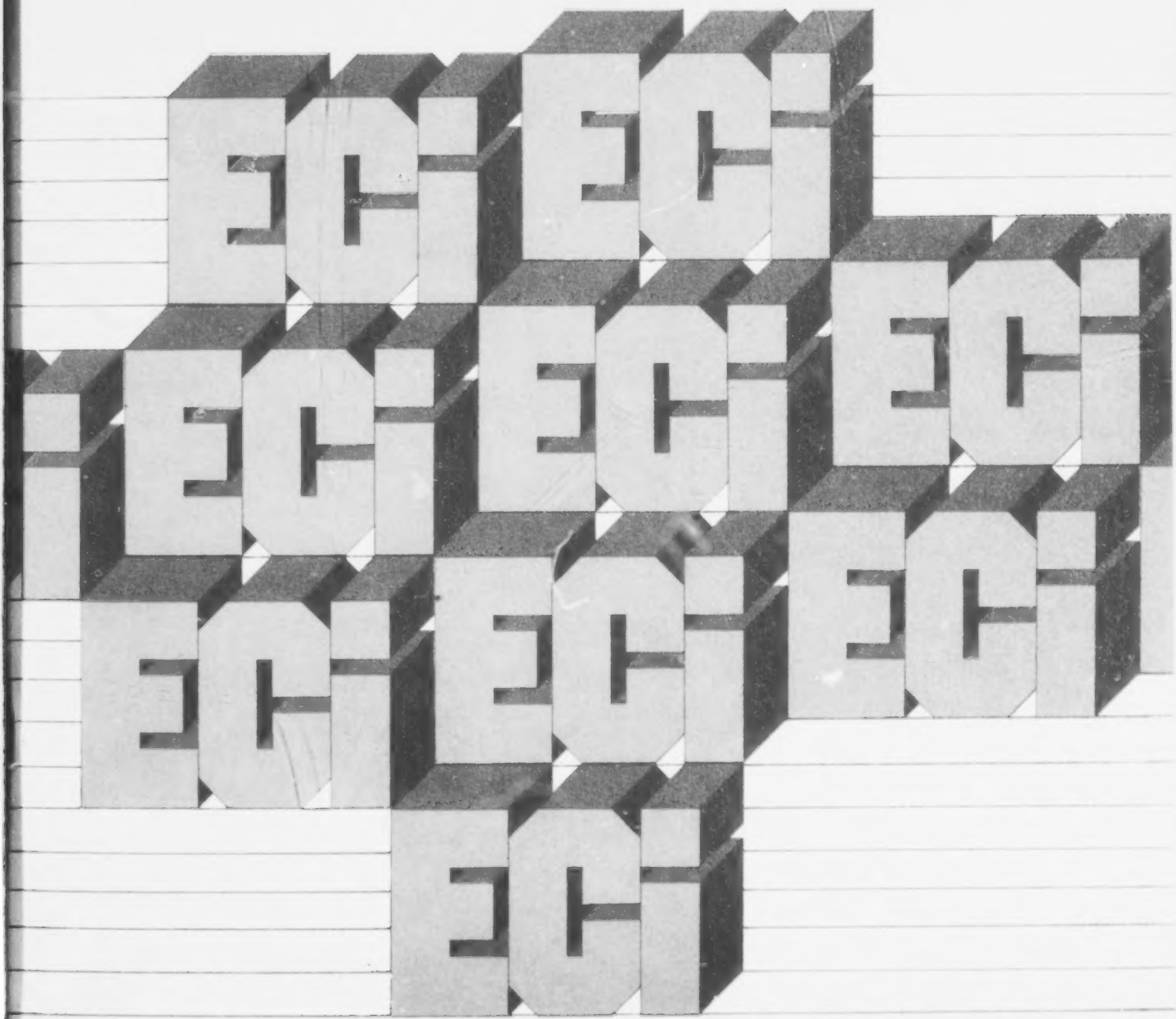

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U.S. Department of Labor
Elizabeth Dole, Secretary

Bureau of Labor Statistics
Janet L. Norwood, Commissioner

October 1990

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Preface

This bulletin provides data on two BLS measures of employee compensation. The first measure is the Employment Cost Index (ECI), a fixed-employment-weighted index which tracks the quarterly change in labor costs (wages, salaries, and employer costs for employee benefits), free from the influence of employment shifts among occupations and industries. The second measure is Employer Costs for Employee Compensation, which uses current employment weights to produce information annually on the cost per hour worked of each component of compensation. Both measures are based on data collected in the same survey of establishments.

This is the third annual bulletin presenting data on these two measures. It provides a review of recent trends in compensation costs and examines the structure of those costs in March 1990. The bulletin also includes complete historical data on the ECI from its inception in September 1975 through June 1990. In addition, it provides data on employer costs for employee compensation for private industry workers for March of each year from 1987 through 1990.

The bulletin was prepared in the Office of Compensation and Working Conditions by Albert Schwenk, Charles Heflin, Wayne Shelly, and Brenda Rogers of the Division of Employment Cost Trends. The Office's Statistical Methods Group was responsible for the survey sample design, nonresponse adjustments, sample error computations, and other statistical procedures. Fieldwork for the survey was directed by the Bureau's Assistant Regional Commissioners for Operations. Collection procedures and systems design were provided by the Division of Directly Collected Periodic Surveys.

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Chapter I. Introduction

Most economic analysis involves relationships between prices, productivity, employment, and labor costs. Adequate measures of the first three have existed for some time, but it was not until the development of the Employment Cost Index (ECI) that a comprehensive indicator of changes in total compensation became available. The ECI covers all occupations and establishments in both the private nonfarm sector and State and local government, permitting analysis of labor cost changes for a major portion of the U.S. economy.

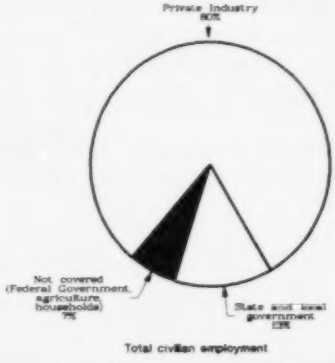
Background. The ECI was developed in the early 1970's in response to an expressed need for a timely, accurate, and comprehensive indicator of changes in employers' labor costs, free from the influence of employment shifts among industries and occupations. The objective of measuring change unaffected by employment shifts was accomplished by holding the distribution of employment among industries and occupations fixed over time, and by defining the jobs for which data are collected each quarter narrowly enough so that all workers in the job carry out the same task at roughly the same level of skill.

ECI statistics were first published in June 1976 and were limited to private industry wage and salary changes by major occupational and industry groups, region, union status, and area size. Over the next 14 years, new series were gradually added. In 1980, for example, measures of total compensation cost changes (employer costs for employee benefits in addition to wages and salaries) were developed as the rapid growth of employee benefits made it no longer appropriate to define the cost of labor in terms of a wage rate alone.

Benefits covered by the ECI survey are: Paid leave (vacations, holidays, sick leave, and other paid leave); supplemental pay (premium pay for overtime and work on weekends and holidays, shift differentials, and nonproduction bonuses such as lump-sum payments provided in lieu of wage increases); insurance benefits (life, health, and sickness and accident); retirement and savings benefits (pensions and other retirement plans and savings and thrift plans); legally required benefits (Social Security, railroad retirement and supplemental retirement, railroad unemployment insurance, Federal and State unemployment insurance, workers' compensation, and other legally required benefits such as State temporary disability insurance); and other benefits (severance pay and supplemental unemployment insurance).

In June 1981, the State and local government sector was added, and by the June 1990 reference period, over 90 percent of all civilian wage and salary workers were covered. (See chart 1.)

Chart 1. Coverage of the Employment Cost Index, June 1990



Beginning in 1987, a new measure based on data from the ECI survey—Employer Costs for Employee Compensation—became available annually. These compensation cost levels are calculated by applying current, rather than fixed, employment weights to wage and salary and benefit cost data collected from the establishments in the survey. The cost levels are obtained with no additional burden on respondents and are published once a year with a March reference period.

In March 1989, the Bureau began publishing detailed ECI data for the aerospace manufacturing industries. The new series include compensation cost levels in those industries as well as measures of change in total compensation, wages and salaries, and benefits.

In addition to the aerospace industries, a number of new series have been published since 1981. Among these are

wage and compensation cost changes for hospitals and all health services, as well as for business services , communications, food stores, and the insurance industry. Because the new series were made possible by a growing sample size, indexes could not be extended back to 1981. Therefore, in March 1990 the ECI was changed to a new base, June 1989=100, and indexes are now available for all series.[1]

Uses. Analysts and policymakers, including the Federal Reserve Board, use the ECI to formulate monetary policies and to monitor the effects of those policies. The ECI is also used to forecast wage trends and facilitate wage and benefit cost planning. Another use is in collective bargaining in private industry and the public sector both as a wage escalator in union contracts and as a guide in negotiations. Several health cost containment laws, including one for Medicare, use the ECI as an adjustment factor to determine the allowable increases in hospital charges. In addition, the ECI is increasingly being used as a labor cost escalator in long-term purchasing and service contracts in both the private and public sectors in the United States as well as in other countries.

The ECI is also used in the Federal pay-setting process. For example, the Ethics Reform Act of 1989 specifies that the pay of Congress, Federal judges, and top government officials would be increased each year by the change in wages and salaries for private industry workers (less 0.5 percentage point).[2]

The cost levels series is used by the U.S. Department of Labor in administering the Service Contract Act. The cost levels are also examined by employers who want to compare their own compensation costs with those of a broader group of employers. The costs for specific benefit categories such as insurance and Social Security are analyzed by government agencies and private organizations to determine the effect those costs have on employers and on the economy.

Limitations. Like other statistical series, the ECI has limitations. Currently, it does not cover all employers and employees, although it does cover nearly all workers in the civilian (non-Federal) economy. Also, the data are not seasonally adjusted. (However, plans call for publication of seasonally adjusted data beginning with the news release to be issued in January 1991.) Because it is based on a probability sample, the ECI survey is subject to sampling errors that may cause the published data to deviate from the results that would be obtained if the records of all establishments could be used in the calculations. Since probability samples are used, standard errors can be calculated and are presented in the appendix to this bulletin. Standard errors can be used to obtain a measure of the precision of the estimates.

[1] See Albert E. Schwenk, "ECI Rebased to June 1989," *Monthly Labor Review*, April 1990, pp. 38-39.

[2] Public Law 101-154—Nov.30, 1989.

Chapter II. Employment Cost Index: Trends in Compensation

The Employment Cost Index (ECI) for total compensation increased 56.8 percent from June 1981 to June 1990 for civilian (non-Federal) workers. During the first 12 months of that period, compensation costs increased 7.4 percent. Over the ensuing 5-year period, June 1982-87, the rate of increase dampened steadily. For the 12 months ended in June 1987, the increase was just 3.4 percent, the lowest in the June 1981-87 period. This pattern was reversed with the year ended in December 1987, as the growth in compensation costs began to accelerate. By December 1989, the annual rate of increase had climbed to 5.0 percent. Over the most recent 12-month period, June 1989-90, costs rose 5.4 percent.

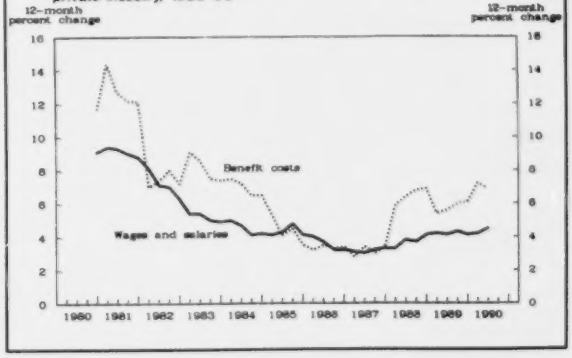
Complete historical data for all ECI series are presented in tables 1-9.[3] The tables include data for civilian, private industry, and State and local government workers by occupational and industry group. The tables also include data by region, bargaining status, and area size for private industry workers.

Wages and salaries vs. benefits. Wage and salary advances in private industry moved sharply downward from 1981 to 1985, while the rate of increase for benefit costs decelerated at a more moderate pace. (See chart 2.) Factors such as the 1981-82 recession, foreign competition, and lower price increases contributed to the rapid slowdown in wage gains. The relatively faster growth rate for benefit costs was influenced by yearly increases in the employers' Social Security tax rate and a steady rise in health insurance costs.

Beginning in 1985, however, the deceleration in the rate of increase for benefit costs quickened. Over the 1985-87 period, benefit costs rose at about the same rate as wages and salaries. The slowdown in benefit cost increases was brought about by a decline in the growth of health insurance costs, combined with a rapid fall in the growth of retirement plan costs and smaller increases in the Social Security tax rate.[4]

To relieve pressure on their health insurance expenditures, employers undertook several cost containment measures. These measures included self-funding insurance plans, increasing the availability of health plan alternatives, such as health maintenance organizations (HMO's), and cost sharing by employees.[5]

Chart 2. Changes in wages and salaries and benefit costs, private industry, 1980-90


12-month percent change
12-month percent change
Benefit costs
Wages and salaries
1980 1981 1982 1983 1984 1985 1986 1987 1988 1989 1990

The steep decline in the growth of pension costs reflected a substantial rise in the value of pension fund portfolios over the 1981-87 period. Employer cost containment measures, such as increased numbers of defined contribution pension plans, also were important.

The slowdown in the growth of benefit costs was short-lived. Beginning in 1988, the rate of increase in health insurance costs accelerated. Also, a Social Security tax increase of 5 percent (from 7.15 to 7.51 percent) was instituted in January 1988. Over the year ended in December 1988, benefit costs rose 6.9 percent, compared with a rise of

[3] Beginning with the ECI news release for March 1990, ECI indexes were rebased to June 1989=100. Previously, the base was June 1981=100. An explanation of the rebasing is provided in Albert E. Schwenk, "ECI Rebased to June 1989," *Monthly Labor Review*, April 1990, pp. 38-39. Indexes on the old base (June 1981=100) will be available upon request from the Bureau of Labor Statistics until April 1992. The rebasing caused some of the 3-month and 12-month percent changes to differ from those originally published, because of rounding.

[4] See Bradley Braden, "Increases in Employer Costs for Employee Benefits Dampen Dramatically," *Monthly Labor Review*, July 1988, pp. 3-7.

[5] See Robert N. Frumkin, "Health Insurance Trends in Cost Control and Coverage," *Monthly Labor Review*, September 1986, pp. 3-8.

4.1 percent for wages and salaries. Benefit costs have continued to rise more rapidly than wages and salaries; over the year ended in June 1990, benefit costs rose 6.9 percent, while wages rose 4.5 percent. The continued relatively rapid rise in benefit costs was due to a 1.7-percent increase in the Social Security tax rate in January 1990 (from 7.51 to 7.65 percent) and rising health insurance costs.

Pay changes by occupational group. White-collar wages grew more rapidly than blue-collar wages in private industry from 1981 to 1990. (See text table 1 and chart 3.) This pattern is in contrast to the one prevailing in the late 1970's, when blue-collar pay gains were higher. The slower rate of growth for blue-collar wages since 1981 partly reflects the influence of increased foreign competition on manufacturing industries and deregulation on transportation industries. Meanwhile, service occupations (for example, guards and nursing aides) consistently occupied the middle ground between the white-collar and blue-collar groups.

Text table 1. Percent changes in wages and salaries by occupational group, private industry, selected periods, 1975-90

Occupational group	Sept. 1975-June 1981	June 1981-June 1990	Sept.1975-June 1990
White-collar occupations	53.3	54.5	136.8
Professional specialty and technical	55.0	59.5	147.2
Executive, administrative, and managerial	47.9	54.5	123.5
Sales	([1])	46.0	([1])
Administrative support including clerical	55.1	54.4	139.6
Blue-collar occupations	59.9	40.5	124.7
Precision production, craft, and repair	57.8	42.7	125.2
Machine operators, assemblers, and inspectors	62.8	41.6	130.5
Transportation and material moving	60.0	32.7	112.1
Handlers, equipment cleaners, helpers, and laborers	61.4	37.4	121.7
Service occupations	57.4	46.8	131.0

[1] Data not available.

Over the 1975-81 period, the largest pay gains for white-collar occupations were registered by administrative support including clerical workers. Their increase, however, was smaller than that for even the blue-collar group registering the lowest gains—precision production, craft, and repair occupations. Since June 1981, in contrast, white-collar jobs have had the biggest pay gains. Over the entire 1975-90 period, white-collar pay rose faster than blue-collar pay (136.8 percent compared with 124.7 percent).

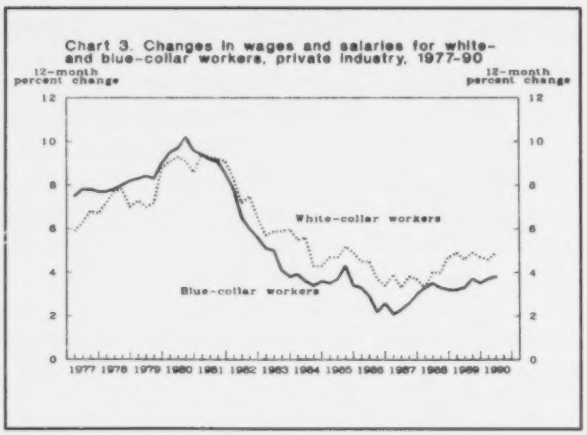


Chart 3. Changes in wages and salaries for white- and blue-collar workers, private industry, 1977-90
12-month percent change
12-month percent change
White-collar workers
Blue-collar workers
1977 1978 1979 1980 1981 1982 1983 1984 1985 1986 1987 1988 1989 1990

Pay changes by industry group. During the 1980's, pay in private industry has consistently risen faster in service-producing than in goods-producing industries. (See chart 4.) Average pay gains for the broad industry groups, however, mask wide differences among industries within these groups, as text table 2 shows.

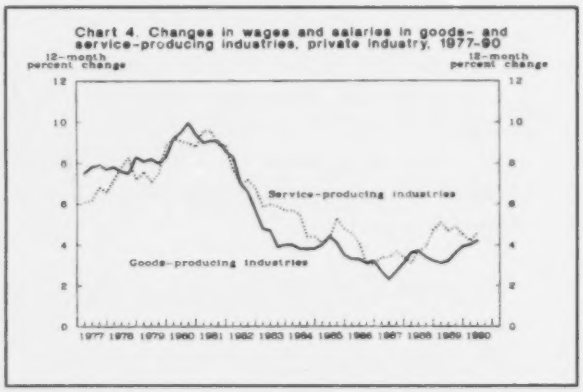


Chart 4. Changes in wages and salaries in goods- and service-producing industries, private industry, 1977-90
12-month percent change
12-month percent change
Service-producing industries
Goods-producing industries
1977 1978 1979 1980 1981 1982 1983 1984 1985 1986 1987 1988 1989 1990

Text table 2. Percent changes in wages and salaries by private industry group, June 1981-90

Industry group	Percent change
All private industry	48.6
Goods-producing industries	43.1
Construction	35.4
Manufacturing	45.1
Service-producing industries	52.5
Transportation and public utilities	39.6
Wholesale trade	56.8
Retail trade	42.2
Finance, insurance, and real estate	50.2
Service industries	66.7

The biggest wage advances were made by workers in the service industries, including health care, education, business services, and personal services. Gains for workers in

wholesale trade, though relatively high, were well behind those in the service industries. At the bottom of the scale, the increase in pay in the construction industry was only about half that in the service industries.

Private industry vs. State and local government. Total compensation has been rising more rapidly in State and local governments than in private industry. (See chart 5.) The trend can be explained in part by the different occupational distributions of the two sectors.[6] For example, professional specialty and technical occupations, which experienced above-average pay gains in both the private and public sectors, are more prevalent in State and local governments. These workers account for over three-eighths of State and local government employment compared with only one-quarter in private industry.

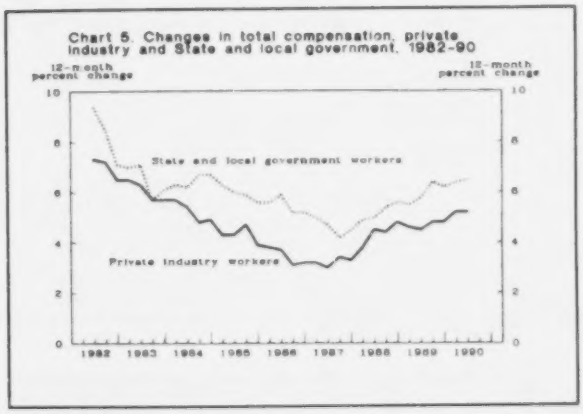


Chart 5. Changes in total compensation, private industry and State and local government, 1982-90
12-month percent change
State and local government workers
Private industry workers
1982 1983 1984 1985 1986 1987 1988 1989 1990

The pattern of more rapid compensation cost increases in State and local governments also results from the different industry distributions of the two sectors. For example, service industries account for nearly two-thirds of State and local government employees compared with only one-quarter of private industry employees, and in both the public and private sectors pay gains in those industries were above average from June 1981 to June 1990.

Pay changes for union and nonunion workers. Pay for nonunion workers rose faster than pay for union workers in private industry from December 1982 to June 1990.[7] (See chart 6.) This is in contrast to the 1975-82 period, when union pay rose faster than nonunion pay. Over the entire period (September 1975 to June 1990), pay rose slightly faster for nonunion than for union workers, as shown below:

	Percent change in wages and salaries		
	Sept. 1975-Dec. 1982	Dec. 1982-June 1990	Sept. 1975-June 1990
Union workers	61.1	25.1	126.5
Nonunion workers	67.7	38.3	131.9

The dampening of pay gains for union workers since December 1982 reflects, among other factors, deregulation in the transportation industry and the growth of foreign competition in manufacturing industries. An increasing number of union contracts stipulating lump-sum payments in lieu of wage increases has also contributed to the smaller pay gains. (Lump-sum payments are defined as a benefit in the ECI.) Nevertheless, as discussed in chapter III, average wage rates are higher for union employees than for nonunion employees.

Another source of data on wage rate changes for union workers is the Bureau's series on effective wage adjustments in major bargaining agreements.[8] Although effective wage adjustments are not strictly comparable to the ECI, the two series show remarkably similar changes over the period for which they can be compared (1976-89). (See chart 7.)

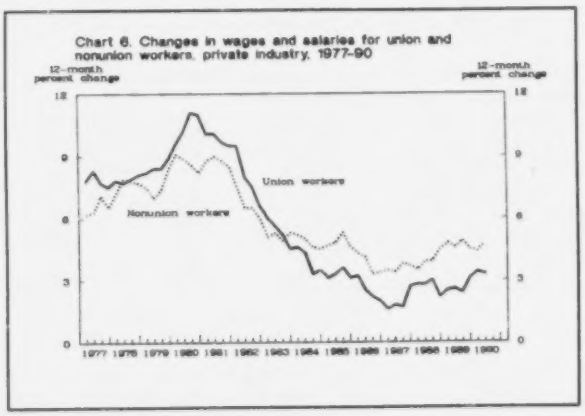


Chart 6. Changes in wages and salaries for union and nonunion workers, private industry, 1977-90
12-month percent change
Union workers
Nonunion workers

Pay changes by region. There have been substantial differences among regions in the growth rates for wages, but the pattern of these regional differences has changed over time. During the September 1975-June 1981 period, wage increases in the West were the largest, followed by the South, the Midwest, and the Northeast. (See text table 3.) During the June 1981-90 period, in contrast, wage gains in

[6] See Richard E. Schumann, "State and Local Government Pay Increases Outpace Five-Year Rise in Private Industry," *Monthly Labor Review*, February 1987, pp. 18-20. Schumann based his analysis on wage and salary changes.

[7] See Kay E. Anderson, Philip M. Doyle, and Albert E. Schwenk, "Measuring Union-Nonunion Earnings Differences," *Monthly Labor Review*, June 1990, pp. 26-38.

[8] Effective wage adjustments are obtained from all union contracts covering 1,000 workers or more. They measure all adjustments in the reference year, regardless of the settlement date. For a more complete discussion, see *BLS Handbook of Methods*, Bulletin 2285 (Bureau of Labor Statistics, 1988), ch. 7.

the Northeast were the largest, followed by the South, the West, and the Midwest. During both periods, wage increases in the Northeast differed from those in the other three regions by a wide margin. This behavior reflects differences in labor market forces and in the occupational and industry mix of the regions.

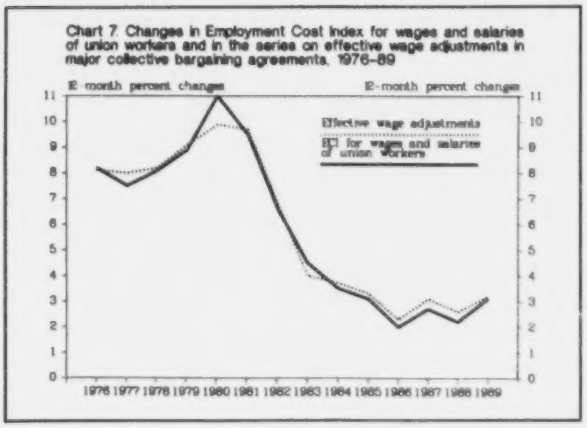


Chart 7. Changes in Employment Cost Index for wages and salaries of union workers and in the series on effective wage adjustments in major collective bargaining agreements, 1976–89
12-month percent changes
12-month percent changes
Effective wage adjustments
ECI for wages and salaries of union workers
1976 1977 1978 1979 1980 1981 1982 1983 1984 1985 1986 1987 1988 1989

Text table 3. Percent changes in wages and salaries by region, private industry, selected periods, 1975-90

Region	Sept. 1975-June 1981	June 1981-June 1990	Sept. 1975-June 1990
United States	56.2	48.6	132.2
Northeast	49.9	59.3	138.7
South	57.3	47.3	131.7
Midwest	56.3	42.1	122.1
West	62.0	46.3	136.9

Current- and constant-dollar wage and salary changes. During 1978-80 there was a dramatic fall in wages and salaries adjusted for inflation (constant-dollar ECI).[9] (See chart 8.) Beginning in 1982, this pattern was reversed, with wages rising more rapidly than prices. In 1987-89, prices once again rose more rapidly than wage rates.

[9] The constant-dollar ECI is derived by putting the Consumer Price Index for All Urban Consumers (CPI-U) on a June 1989 = 100 base, dividing the current-dollar ECI by the rebased CPI-U, and multiplying the result by 100. For a discussion of movements in the constant-dollar ECI, see Richard E. Schumann, "Workers' Purchasing Power Rises Despite Slowdown in Wage and Salary Gains," *Monthly Labor Review*, May 1984, pp. 10-14.

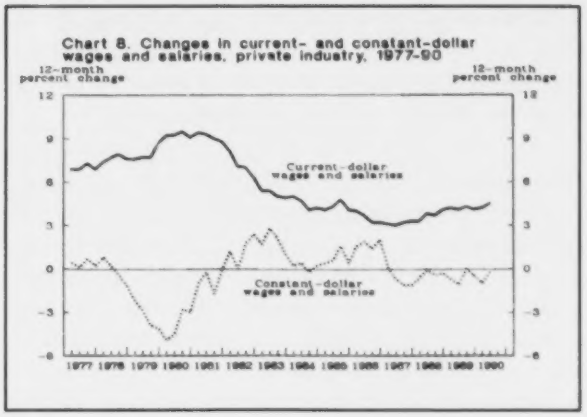


Chart 8. Changes in current- and constant-dollar wages and salaries, private industry, 1977–90
12-month percent change
12-month percent change
Current-dollar wages and salaries
Constant-dollar wages and salaries
1977 1978 1979 1980 1981 1982 1983 1984 1985 1986 1987 1988 1989 1990

Text table 4. Percent changes in ECI for wages and salaries in private industry and in the Consumer Price Index for All Urban Consumers (CPI-U), 1976-89

Year ended in December—	ECI change	CPI-U change	Constant-dollar ECI change
1976	7.2	4.9	2.2
1977	6.9	6.7	0.2
1978	7.6	9.0	-1.2
1979	8.7	13.3	-4.1
1980	9.1	12.5	-3.0
1981	8.8	8.9	-0.1
1982	6.3	3.8	2.4
1983	4.9	3.8	1.0
1984	4.2	3.9	0.2
1985	4.1	3.6	0.4
1986	3.2	1.1	2.0
1987	3.3	4.4	-1.1
1988	4.1	4.4	-0.3
1989	4.1	4.6	-0.5

From 1976 through 1989, the constant-dollar ECI was influenced more by what happened to prices than to wages. During the 1979-82 period, for example, when wages were rising most rapidly, the constant-dollar ECI declined; during 1982-86, the constant-dollar ECI rose despite much lower wage gains.[10]

[10] Beginning with the index for January 1983, the method of pricing owner-occupied housing in the official CPI-U was changed from the "asset price" approach to a rental equivalence approach. Prior to that time, an experimental CPI measure using the rental equivalence approach was available; that index did not rise as rapidly as the CPI-U over the 1976-82 period. The conclusions in this section are not, however, affected by which of the measures of price change is used. For a discussion of methods of pricing housing, see *Problems in Measuring Consumer Prices*, Report 697 (Bureau of Labor Statistics, 1980), appendix B.

Table 1. Total compensation,[1] civilian workers:[2] Employment Cost Index by occupational and industry group, 1981-90

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
					3 months ended--				12 months ended--			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
Civilian workers:[2]												
1981	-	67.2	68.9	70.2	-	-	2.5	1.9	-	-	-	-
1982	71.4	72.2	73.9	74.8	1.7	1.1	2.4	1.2	-	7.4	7.3	6.6
1983	76.0	76.9	78.2	79.1	1.6	1.2	1.7	1.2	6.4	6.5	5.8	5.7
1984	80.5	81.1	82.2	83.2	1.8	.7	1.4	1.2	5.9	5.5	5.1	5.2
1985	84.3	84.9	86.2	86.8	1.3	.7	1.5	.7	4.7	4.7	4.9	4.3
1986	87.7	88.3	89.3	89.9	1.0	.7	1.1	.7	4.0	4.0	3.6	3.6
1987	90.7	91.3	92.3	93.1	.9	.7	1.1	.9	3.4	3.4	3.4	3.6
1988	94.4	95.4	96.7	97.7	1.4	1.1	1.4	1.0	4.1	4.5	4.8	4.9
1989	98.9	100.0	101.6	102.6	1.2	1.1	1.6	1.0	4.8	4.8	5.1	5.0
1990	104.3	105.4	-	-	1.7	1.1	-	-	5.5	5.4	-	-
White-collar occupations:												
1981	-	65.2	66.9	68.4	-	-	2.6	2.2	-	-	-	-
1982	69.4	70.2	72.2	72.9	1.5	1.2	2.8	1.0	-	7.7	7.9	6.6
1983	74.1	74.9	76.7	77.5	1.6	1.1	2.4	1.0	6.8	6.7	6.2	6.3
1984	78.8	79.6	80.8	81.8	1.7	1.0	1.5	1.2	6.3	6.3	5.3	5.5
1985	83.0	83.6	85.2	85.8	1.5	.7	1.9	.7	5.3	5.0	5.4	4.9
1986	86.8	87.5	88.7	89.2	1.2	.8	1.4	.6	4.6	4.7	4.1	4.0
1987	90.3	90.8	92.0	92.7	1.2	.6	1.3	.8	4.0	3.8	3.7	3.9
1988	94.0	95.0	96.4	97.6	1.4	1.1	1.5	1.2	4.1	4.6	4.8	5.3
1989	99.0	100.0	102.0	102.9	1.4	1.0	2.0	.9	5.3	5.3	5.8	5.4
1990	104.6	105.8	-	-	1.7	1.1	-	-	5.7	5.8	-	-
Professional specialty and technical occupations:												
1989	-	100.0	102.6	103.7	-	-	2.6	1.1	-	-	-	-
1990	105.5	106.3	-	-	1.7	.8	-	-	-	6.3	-	-
Executive, administrative, and managerial occupations:												
1989	-	100.0	101.2	101.9	-	-	1.2	.7	-	-	-	-
1990	104.0	105.4	-	-	2.1	1.3	-	-	-	5.4	-	-
Administrative support including clerical occupations:												
1989	-	100.0	101.4	102.5	-	-	1.4	1.1	-	-	-	-
1990	104.4	105.4	-	-	1.9	1.0	-	-	-	5.4	-	-
Blue-collar occupations:												
1981	-	70.8	72.4	73.7	-	-	2.3	1.8	-	-	-	-
1982	74.8	75.8	77.3	78.2	1.5	1.3	2.0	1.2	-	7.1	6.8	6.1
1983	79.5	80.4	81.2	82.0	1.7	1.1	1.0	1.0	6.3	6.1	5.0	4.9
1984	83.3	83.9	84.6	85.6	1.6	.7	.8	1.2	4.8	4.4	4.2	4.4
1985	86.5	87.1	88.0	88.4	1.1	.7	1.0	.5	3.8	3.8	4.0	3.3
1986	89.3	89.7	90.4	90.9	1.0	.4	.8	.6	3.2	3.0	2.7	2.8
1987	91.4	92.1	92.9	93.8	.6	.8	.9	1.0	2.4	2.7	2.8	3.2
1988	95.3	96.4	97.1	97.8	1.6	1.2	.7	.7	4.3	4.7	4.5	4.3
1989	98.8	100.0	101.1	102.0	1.0	1.2	1.1	.9	3.7	3.7	4.1	4.3
1990	103.6	104.8	-	-	1.6	1.2	-	-	4.9	4.8	-	-
Service occupations:												
1981	-	66.1	68.0	68.9	-	-	2.9	1.3	-	-	-	-
1982	70.9	71.6	73.3	74.3	2.9	1.0	2.4	1.4	-	8.3	7.8	7.8
1983	75.6	76.1	77.2	78.8	1.7	.7	1.4	2.1	6.6	6.3	5.3	6.1
1984	80.7	80.8	82.4	83.9	2.4	.1	2.0	1.8	6.7	6.2	6.7	6.5
1985	84.5	84.7	86.6	87.2	.7	.2	2.2	.7	4.7	4.8	5.1	3.9
1986	88.0	88.4	89.6	90.3	.9	.5	1.4	.8	4.1	4.4	3.5	3.6
1987	91.3	91.6	92.5	93.1	1.1	.3	1.0	.6	3.8	3.6	3.2	3.1
1988	94.5	95.4	97.4	98.2	1.5	1.0	2.1	.8	3.5	4.1	5.3	5.5
1989	99.2	100.0	101.7	102.8	1.0	.8	1.7	1.1	5.0	4.8	4.4	4.7
1990	104.2	105.1	-	-	1.4	.9	-	-	5.0	5.1	-	-
Goods-producing industries:[3]												
1981	-	70.3	72.0	73.2	-	-	2.4	1.7	-	-	-	-
1982	74.6	75.5	77.0	77.7	1.9	1.2	2.0	.9	-	7.4	6.9	6.1
1983	79.1	79.9	80.8	81.5	1.8	1.0	1.1	.9	6.0	5.8	4.9	4.9
1984	82.8	83.6	84.4	85.3	1.6	1.0	1.0	1.1	4.7	4.6	4.5	4.7

See footnotes at end of table.

Table 1. Total compensation,[1] civilian workers:[2] Employment Cost Index by occupational and industry group, 1981-90—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
					3 months ended--				12 months ended--			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
Goods-producing industries:[3]—Continued												
1985	86.6	87.1	87.8	88.2	1.5	0.6	0.8	0.5	4.6	4.2	4.0	3.4
1986	89.2	90.0	90.5	91.0	1.1	.9	.6	.6	3.0	3.3	3.1	3.2
1987	91.5	92.1	92.9	93.8	.5	.7	.9	1.0	2.6	2.3	2.7	3.1
1988	95.4	96.5	97.1	97.9	1.7	1.2	.6	.8	4.3	4.8	4.5	4.4
1989	98.9	100.0	101.1	102.1	1.0	1.1	1.1	1.0	3.7	3.6	4.1	4.3
1990	103.9	105.2	-	-	1.8	1.3	-	-	5.1	5.2	-	-
Manufacturing:												
1981	-	69.7	71.1	72.5	-	-	2.0	2.0	-	-	-	-
1982	73.9	74.7	76.2	76.9	1.9	1.1	2.0	.9	-	7.2	7.2	6.1
1983	78.4	79.1	80.1	80.8	2.0	.9	1.3	.9	6.1	5.9	5.1	5.1
1984	82.2	83.0	83.9	85.0	1.7	1.0	1.1	1.3	4.8	4.9	4.7	5.2
1985	86.3	86.8	87.5	87.8	1.5	.6	.8	.3	5.0	4.6	4.3	3.3
1986	89.0	89.7	90.1	90.7	1.4	.8	.4	.7	3.1	3.3	3.0	3.3
1987	91.1	91.6	92.5	93.4	.4	.5	1.0	1.0	2.4	2.1	2.7	3.0
1988	95.3	96.2	96.9	97.6	2.0	.9	.7	.7	4.6	5.0	4.8	4.5
1989	98.9	100.0	101.1	102.0	1.3	1.1	1.1	.9	3.8	4.0	4.3	4.5
1990	104.0	105.3	-	-	2.0	1.3	-	-	5.2	5.3	-	-
Service-producing industries:[4]												
1981	-	65.4	67.2	68.5	-	-	2.8	1.9	-	-	-	-
1982	69.6	70.3	72.3	73.2	1.6	1.0	2.8	1.2	-	7.5	7.6	6.9
1983	74.3	75.1	76.8	77.8	1.5	1.1	2.3	1.3	6.8	6.8	6.2	6.3
1984	79.1	79.9	81.0	82.1	1.7	1.0	1.4	1.4	6.5	6.4	5.5	5.5
1985	83.0	83.6	85.5	86.0	1.1	.7	2.3	.6	4.9	4.6	5.6	4.8
1986	86.9	87.4	88.7	89.3	1.0	.6	1.5	.7	4.7	4.5	3.7	3.8
1987	90.3	90.8	92.1	92.7	1.1	.6	1.4	.7	3.9	3.9	3.8	3.8
1988	93.9	94.9	96.5	97.6	1.3	1.1	1.7	1.1	4.0	4.5	4.8	5.3
1989	99.0	100.0	102.0	102.9	1.4	1.0	2.0	.9	5.4	5.4	5.7	5.4
1990	104.4	105.5	-	-	1.5	1.1	-	-	5.5	5.5	-	-
Service industries:												
1981	-	61.3	64.0	65.7	-	-	4.4	2.7	-	-	-	-
1982	66.3	67.0	69.6	70.5	.9	1.1	3.9	1.3	-	9.3	8.8	7.3
1983	71.5	71.8	74.2	75.2	1.4	.4	3.3	1.3	7.8	7.2	6.6	6.7
1984	76.6	76.9	79.0	80.3	1.9	.4	2.7	1.6	7.1	7.1	6.5	6.8
1985	80.9	81.3	83.6	84.1	.7	.5	2.8	.6	5.6	5.7	5.8	4.7
1986	85.1	85.5	87.3	88.0	1.2	.5	2.1	.8	5.2	5.2	4.4	4.6
1987	89.0	89.4	91.5	92.3	1.1	.4	2.3	.9	4.6	4.6	4.8	4.9
1988	93.7	94.3	96.7	97.9	1.5	.6	2.5	1.2	5.3	5.5	5.7	6.1
1989	99.2	100.0	102.7	103.7	1.3	.8	2.7	1.0	5.9	6.0	6.2	5.9
1990	105.5	106.6	-	-	1.7	1.0	-	-	6.4	6.6	-	-
Health services:												
1985	82.0	82.4	83.8	84.0	-	.5	1.7	.2	-	-	-	-
1986	85.0	85.6	87.0	87.9	1.2	.7	1.6	1.0	3.7	3.9	3.8	4.6
1987	89.0	89.6	90.7	91.8	1.3	.7	1.2	1.2	4.7	4.7	4.3	4.4
1988	92.9	94.2	95.8	97.0	1.2	1.4	1.7	1.3	4.4	5.1	5.6	5.7
1989	98.9	100.0	102.2	103.9	2.0	1.1	2.2	1.7	6.5	6.2	6.7	7.1
1990	105.9	107.1	-	-	1.9	1.1	-	-	7.1	7.1	-	-
Hospitals:												
1986	-	85.0	86.3	87.3	-	-	1.5	1.2	-	-	-	-
1987	88.1	88.8	90.3	91.4	.9	.8	1.7	1.2	-	4.5	4.6	4.7
1988	92.6	93.9	95.6	96.9	1.3	1.4	1.8	1.4	5.1	5.7	5.9	6.0
1989	98.7	100.0	102.3	103.7	1.9	1.3	2.3	1.4	6.6	6.5	7.0	7.0
1990	105.6	106.7	-	-	1.8	1.0	-	-	7.0	6.7	-	-
Educational services:												
1989	99.5	100.0	104.1	104.8	-	.5	4.1	.7	-	-	-	-
1990	106.0	106.6	-	-	1.1	.6	-	-	6.5	6.6	-	-
Public administration:												
1981	-	63.3	66.1	67.1	-	-	4.4	1.5	-	-	-	-
1982	68.5	69.1	71.4	71.9	2.1	.9	3.3	.7	-	9.2	8.0	7.2
1983	73.6	74.1	75.9	76.9	2.4	.7	2.4	1.3	7.4	7.2	6.3	7.0

See footnotes at end of table.

Table 1. Total compensation,[1] civilian workers:[2] Employment Cost Index by occupational and industry group, 1981-90—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
					3 months ended--				12 months ended--			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
Public administration:—Continued												
1984	77.8	78.3	80.4	81.4	1.2	0.6	2.7	1.2	5.7	5.7	5.9	5.9
1985	82.4	82.5	85.0	85.4	1.2	.1	3.0	.5	5.9	5.4	5.7	4.9
1986	86.6	87.4	89.0	89.7	1.4	.9	1.8	.8	5.1	5.9	4.7	5.0
1987	91.3	91.6	92.7	93.8	1.8	.3	1.2	1.2	5.4	4.8	4.2	4.6
1988	95.2	95.8	97.5	97.8	1.5	.6	1.8	.3	4.3	4.6	5.2	4.3
1989	99.2	100.0	102.5	103.2	1.4	.8	2.5	.7	4.2	4.4	5.1	5.5
1990	105.1	105.5	-	-	1.8	.4	-	-	5.9	5.5	-	-
Nonmanufacturing:												
1981	-	66.1	68.0	69.3	-	-	2.9	1.9	-	-	-	-
1982	70.4	71.2	73.1	73.9	1.6	1.1	2.7	1.1	-	7.7	7.5	6.6
1983	75.1	76.0	77.5	78.4	1.6	1.2	2.0	1.2	6.7	6.7	6.0	6.1
1984	79.8	80.4	81.5	82.5	1.8	.8	1.4	1.2	6.3	5.8	5.2	5.2
1985	83.5	84.1	85.8	86.4	1.2	.7	2.0	.7	4.6	4.6	5.3	4.7
1986	87.2	87.8	89.0	89.6	.9	.7	1.4	.7	4.4	4.4	3.7	3.7
1987	90.5	91.1	92.3	92.9	1.0	.7	1.3	.7	3.8	3.8	3.7	3.7
1988	94.1	95.2	96.6	97.7	1.3	1.2	1.5	1.1	4.0	4.5	4.7	5.2
1989	99.0	100.0	101.9	102.8	1.3	1.0	1.9	.9	5.2	5.0	5.5	5.2
1990	104.3	105.5	-	-	1.5	1.2	-	-	5.4	5.5	-	-

[1] Includes wages, salaries, and employer costs for employee benefits.

[2] Includes private industry and State and local government workers and excludes farm, household, and Federal Government workers.

[3] Includes mining, construction, and manufacturing.

[4] Includes transportation, public utilities, trade, finance, insurance, real estate, services, and public administration.

- Data not available.

Table 2. Total compensation,[1] private industry workers: Employment Cost Index by occupational and industry group, 1979-90

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
					3 months ended--				12 months ended--			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
Private industry workers:[2]												
1979	-	-	-	59.1	-	-	-	-	-	-	-	-
1980	60.6	62.1	63.5	64.8	2.5	2.5	2.3	2.0	-	-	-	9.6
1981	67.1	68.4	69.8	71.2	3.5	1.9	2.0	2.0	10.7	10.1	9.9	9.9
1982	72.4	73.4	74.8	75.8	1.7	1.4	1.9	1.3	7.9	7.3	7.2	6.5
1983	77.1	78.0	79.1	80.1	1.7	1.2	1.4	1.3	6.5	6.3	5.7	5.7
1984	81.5	82.2	82.9	84.0	1.7	.9	.9	1.3	5.7	5.4	4.8	4.9
1985	85.0	85.7	86.8	87.3	1.2	.8	1.3	.6	4.3	4.3	4.7	3.9
1986	88.2	88.9	89.5	90.1	1.0	.8	.7	.7	3.8	3.7	3.1	3.2
1987	91.0	91.6	92.5	93.1	1.0	.7	1.0	.6	3.2	3.0	3.4	3.3
1988	94.5	95.7	96.6	97.6	1.5	1.3	.9	1.0	3.8	4.5	4.4	4.8
1989	98.8	100.0	101.2	102.3	1.2	1.2	1.2	1.1	4.6	4.5	4.8	4.8
1990	103.9	105.2	-	-	1.6	1.3	-	-	5.2	5.2	-	-
Private industry workers excluding sales occupations:												
1979	-	-	-	58.7	-	-	-	-	-	-	-	-
1980	60.5	62.0	63.5	64.8	3.1	2.5	2.4	2.0	-	-	-	10.4
1981	67.2	68.4	70.0	71.2	3.7	1.8	2.3	1.7	11.1	10.3	10.2	9.9
1982	72.6	73.5	75.0	75.9	2.0	1.2	2.0	1.2	8.0	7.5	7.1	6.6
1983	77.3	78.2	79.4	80.2	1.8	1.2	1.5	1.0	6.5	6.4	5.9	5.7
1984	81.7	82.5	83.3	84.3	1.9	1.0	1.0	1.2	5.7	5.5	4.9	5.1
1985	85.2	85.8	86.9	87.3	1.1	.7	1.3	.5	4.3	4.0	4.3	3.6
1986	88.3	88.9	89.6	90.2	1.1	.7	.8	.7	3.6	3.6	3.1	3.3
1987	91.0	91.7	92.7	93.4	.9	.8	1.1	.8	3.1	3.1	3.5	3.5
1988	94.9	95.9	96.9	97.7	1.6	1.1	1.0	.8	4.3	4.6	4.5	4.6
1989	99.0	100.0	101.2	102.1	1.3	1.0	1.2	.9	4.3	4.3	4.4	4.5
1990	103.9	105.1	-	-	1.8	1.2	-	-	4.9	5.1	-	-
White-collar occupations:												
1979	-	-	-	57.4	-	-	-	-	-	-	-	-
1980	59.0	60.4	61.6	62.9	2.8	2.4	2.0	2.1	-	-	-	9.6
1981	65.4	66.5	67.7	69.2	4.0	1.7	1.8	2.2	10.8	10.1	9.9	10.0
1982	70.4	71.3	72.9	73.7	1.7	1.3	2.2	1.1	7.6	7.2	7.7	6.5
1983	75.0	76.0	77.5	78.4	1.8	1.3	2.0	1.2	6.5	6.6	6.3	6.4
1984	79.8	80.8	81.4	82.4	1.8	1.3	.7	1.2	6.4	6.3	5.0	5.1
1985	83.7	84.6	85.7	86.4	1.6	1.1	1.3	.8	4.9	4.7	5.3	4.9
1986	87.4	88.2	88.8	89.4	1.2	.9	.7	.7	4.4	4.3	3.6	3.5
1987	90.6	91.2	92.1	92.7	1.3	.7	1.0	.7	3.7	3.4	3.7	3.7
1988	93.9	95.1	96.2	97.3	1.3	1.3	1.2	1.1	3.6	4.3	4.5	5.0
1989	98.9	100.0	101.4	102.4	1.6	1.1	1.4	1.0	5.3	5.2	5.4	5.2
1990	104.1	105.5	-	-	1.7	1.3	-	-	5.3	5.5	-	-
White-collar occupations excluding sales:												
1979	-	-	-	56.7	-	-	-	-	-	-	-	-
1980	58.6	60.0	61.2	62.5	3.4	2.4	2.0	2.1	-	-	-	10.2
1981	65.1	66.1	67.7	69.0	4.2	1.5	2.4	1.9	11.1	10.2	10.6	10.4
1982	70.3	71.3	72.9	73.6	1.9	1.4	2.2	1.0	8.0	7.9	7.7	6.7
1983	75.2	76.2	77.7	78.5	2.2	1.3	2.0	1.0	7.0	6.9	6.6	6.7
1984	80.1	81.0	81.9	82.9	2.0	1.1	1.1	1.2	6.5	6.3	5.4	5.6
1985	83.7	84.6	85.7	86.1	1.0	1.1	1.3	.5	4.5	4.4	4.6	3.9
1986	87.3	88.1	88.7	89.4	1.4	.9	.7	.8	4.3	4.1	3.5	3.8
1987	90.6	91.3	92.5	93.2	1.3	.8	1.3	.8	3.8	3.6	4.3	4.3
1988	94.5	95.5	96.7	97.5	1.4	1.1	1.3	.8	4.3	4.6	4.5	4.6
1989	99.0	100.0	101.3	102.2	1.5	1.0	1.3	.9	4.8	4.7	4.8	4.8
1990	104.2	105.4	-	-	2.0	1.2	-	-	5.3	5.4	-	-
Professional specialty and technical occupations:												
1985	-	-	-	86.1	-	-	-	-	-	-	-	-
1986	87.1	87.8	88.6	89.3	1.2	.8	.9	.8	-	-	-	3.7
1987	90.3	90.8	92.1	92.9	1.1	.6	1.4	.9	3.7	3.4	4.0	4.0
1988	94.3	95.4	96.9	97.5	1.5	1.2	1.6	.6	4.4	5.1	5.2	5.0
1989	99.0	100.0	101.8	102.9	1.5	1.0	1.8	1.1	5.0	4.8	5.1	5.5
1990	104.9	105.8	-	-	1.9	.9	-	-	6.0	5.8	-	-

See footnotes at end of table.

Table 2. Total compensation,[1] private industry workers: Employment Cost Index by occupational and industry group, 1979-90—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
					3 months ended--				12 months ended--			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
Executive, administrative, and managerial occupations:												
1985	–	–	–	86.4	–	–	–	–	–	–	–	–
1986	87.8	88.7	89.2	89.9	1.6	1.0	0.6	0.8	–	–	–	4.1
1987	91.6	92.2	93.5	93.9	1.9	.7	1.4	.4	4.3	3.9	4.8	4.4
1988	94.7	95.7	96.6	97.8	.9	1.1	.9	1.2	3.4	3.8	3.3	4.2
1989	99.1	100.0	100.9	101.5	1.3	.9	.9	.6	4.6	4.5	4.5	3.8
1990	103.7	105.3	–	–	2.2	1.5	–	–	4.6	5.3	–	–
Sales occupations:												
1986	87.6	88.6	89.1	89.1	–	1.1	.6	.0	–	–	–	–
1987	90.0	90.5	90.5	90.2	1.0	.6	.0	-.3	2.7	2.1	1.6	1.2
1988	91.4	93.6	94.1	96.3	1.3	2.4	.5	2.3	1.6	3.4	4.0	6.8
1989	98.3	100.0	101.9	103.3	2.1	1.7	1.9	1.4	7.5	6.8	8.3	7.3
1990	103.6	105.6	–	–	.3	1.9	–	–	5.4	5.6	–	–
Administrative support including clerical occupations:												
1985	–	–	–	85.9	–	–	–	–	–	–	–	–
1986	87.0	87.8	88.3	89.0	1.3	.9	.6	.8	–	–	–	3.6
1987	90.0	90.8	91.8	92.6	1.1	.9	1.1	.9	3.4	3.4	4.0	4.0
1988	94.4	95.3	96.6	97.3	1.9	1.0	1.4	.7	4.9	5.0	5.2	5.1
1989	98.9	100.0	101.2	102.3	1.6	1.1	1.2	1.1	4.8	4.9	4.8	5.1
1990	104.2	105.3	–	–	1.9	1.1	–	–	5.4	5.3	–	–
Blue-collar occupations:												
1979	–	–	–	61.3	–	–	–	–	–	–	–	–
1980	62.8	64.4	66.1	67.5	2.4	2.5	2.6	2.1	–	–	–	10.1
1981	69.6	71.1	72.7	74.0	3.1	2.2	2.3	1.8	10.8	10.4	10.0	9.6
1982	75.1	76.1	77.5	78.4	1.5	1.3	1.8	1.2	7.9	7.0	6.6	5.9
1983	79.7	80.7	81.5	82.3	1.7	1.3	1.0	1.0	6.1	6.0	5.2	5.0
1984	83.6	84.2	84.9	85.8	1.6	.7	.8	1.1	4.9	4.3	4.2	4.3
1985	86.7	87.3	88.2	88.5	1.0	.7	1.0	.3	3.7	3.7	3.9	3.1
1986	89.4	89.8	90.5	90.9	1.0	.4	.8	.4	3.1	2.9	2.6	2.7
1987	91.3	92.1	92.9	93.7	.4	.9	.9	.9	2.1	2.6	2.7	3.1
1988	95.4	96.4	97.1	97.9	1.8	1.0	.7	.8	4.5	4.7	4.5	4.5
1989	98.8	100.0	101.1	101.9	.9	1.2	1.1	.8	3.6	3.7	4.1	4.1
1990	103.5	104.7	–	–	1.6	1.2	–	–	4.8	4.7	–	–
Precision production, craft, and repair occupations:												
1985	–	–	–	89.0	–	–	–	–	–	–	–	–
1986	90.1	90.5	91.2	91.6	1.2	.4	.8	.4	–	–	–	2.9
1987	92.0	92.7	93.7	94.4	.4	.8	1.1	.7	2.1	2.4	2.7	3.1
1988	95.8	96.8	97.3	98.0	1.5	1.0	.5	.7	4.1	4.4	3.8	3.8
1989	98.7	100.0	101.2	102.0	.7	1.3	1.2	.8	3.0	3.3	4.0	4.1
1990	103.4	104.7	–	–	1.4	1.3	–	–	4.8	4.7	–	–
Machine operators, assemblers, and inspectors:												
1985	–	–	–	87.4	–	–	–	–	–	–	–	–
1986	88.3	88.7	89.2	89.8	1.0	.5	.6	.7	–	–	–	2.7
1987	90.2	91.1	91.6	92.8	.4	1.0	.5	1.3	2.2	2.7	2.7	3.3
1988	94.7	95.8	96.5	97.6	2.0	1.2	.7	1.1	5.0	5.2	5.3	5.2
1989	98.9	100.0	100.9	101.8	1.3	1.1	.9	.9	4.4	4.4	4.6	4.3
1990	103.7	105.0	–	–	1.9	1.3	–	–	4.9	5.0	–	–
Transportation and material moving occupations:												
1985	–	–	–	88.8	–	–	–	–	–	–	–	–
1986	89.3	89.9	90.9	91.2	.6	.7	1.1	.3	–	–	–	2.7
1987	91.6	92.6	93.3	93.9	.4	1.1	.8	.6	2.6	3.0	2.6	3.0
1988	95.3	97.0	97.9	98.2	1.5	1.8	.9	.3	4.0	4.8	4.9	4.6
1989	99.0	100.0	101.2	101.4	.8	1.0	1.2	.2	3.9	3.1	3.4	3.3
1990	103.1	104.3	–	–	1.7	1.2	–	–	4.1	4.3	–	–

See footnotes at end of table.

Table 2. Total compensation,[1] private industry workers: Employment Cost Index by occupational and industry group, 1979-90—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
					3 months ended–				12 months ended–			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
Handlers, equipment cleaners, helpers, and laborers:												
1985	–	–	–	89.1	–	–	–	–	–	–	–	–
1986	89.6	89.9	90.5	91.0	0.6	0.3	0.7	0.6	–	–	–	2.1
1987	91.3	91.7	92.5	93.5	.3	.4	.9	1.1	1.9	2.0	2.2	2.7
1988	95.5	96.2	97.0	97.7	2.1	.7	.8	.7	4.6	4.9	4.9	4.5
1989	98.8	100.0	101.3	102.2	1.1	1.2	1.3	.9	3.5	4.0	4.4	4.6
1990	103.6	104.7	–	–	1.4	1.1	–	–	4.9	4.7	–	–
Service occupations:												
1979	–	–	–	58.8	–	–	–	–	–	–	–	–
1980	61.4	62.0	63.3	64.4	4.4	1.0	2.1	1.7	–	–	–	9.5
1981	67.8	68.3	69.6	70.4	5.3	.7	1.9	1.1	10.4	10.2	10.0	9.3
1982	72.8	73.7	74.8	76.3	3.4	1.2	1.5	2.0	7.4	7.9	7.5	8.4
1983	77.7	78.2	78.6	80.5	1.8	.6	.5	2.4	6.7	6.1	5.1	5.5
1984	82.9	82.7	84.1	85.8	3.0	-.2	1.7	2.0	6.7	5.8	7.0	6.6
1985	86.2	86.3	87.9	88.4	.5	.1	1.9	.6	4.0	4.4	4.5	3.0
1986	89.4	89.5	90.3	91.1	1.1	.1	.9	.9	3.7	3.7	2.7	3.1
1987	91.9	92.3	92.8	93.3	.9	.4	.5	.5	2.8	3.1	2.8	2.4
1988	94.6	95.6	97.1	98.2	1.4	1.1	1.6	1.1	2.9	3.6	4.6	5.3
1989	99.2	100.0	101.1	102.5	1.0	.8	1.1	1.4	4.9	4.6	4.1	4.4
1990	103.9	104.9	–	–	1.4	1.0	–	–	4.7	4.9	–	–
Production and nonsupervisory occupations:[3]												
1981	–	68.5	70.0	71.4	–	–	2.2	2.0	–	–	–	–
1982	72.4	73.5	75.1	76.1	1.4	1.5	2.2	1.3	–	7.3	7.3	6.6
1983	77.3	78.1	79.4	80.4	1.6	1.0	1.7	1.3	6.8	6.3	5.7	5.7
1984	81.8	82.5	83.1	84.2	1.7	.9	.7	1.3	5.8	5.6	4.7	4.7
1985	85.1	85.7	86.8	87.3	1.1	.7	1.3	.6	4.0	3.9	4.5	3.7
1986	88.1	88.7	89.4	89.8	.9	.7	.8	.4	3.5	3.5	3.0	2.9
1987	90.6	91.3	92.1	92.8	.9	.8	.9	.8	2.8	2.9	3.0	3.3
1988	94.3	95.5	96.6	97.5	1.6	1.3	1.2	.9	4.1	4.6	4.9	5.1
1989	98.8	100.0	101.4	102.4	1.3	1.2	1.4	1.0	4.8	4.7	5.0	5.0
1990	103.8	105.1	–	–	1.4	1.3	–	–	5.1	5.1	–	–
Goods-producing industries:[4]												
1979	–	–	–	60.7	–	–	–	–	–	–	–	–
1980	62.3	63.7	65.3	66.7	2.6	2.2	2.5	2.1	–	–	–	9.9
1981	68.9	70.4	72.0	73.3	3.3	2.2	2.3	1.8	10.6	10.5	10.3	9.9
1982	74.7	75.6	77.1	77.8	1.9	1.2	2.0	.9	8.4	7.4	7.1	6.1
1983	79.2	80.0	80.9	81.6	1.8	1.0	1.1	.9	6.0	5.8	4.9	4.9
1984	82.9	83.7	84.4	85.4	1.6	1.0	.8	1.2	4.7	4.6	4.3	4.7
1985	86.6	87.2	87.7	88.2	1.4	.7	.6	.6	4.5	4.2	3.9	3.3
1986	89.2	90.0	90.6	91.0	1.1	.9	.7	.4	3.0	3.2	3.3	3.2
1987	91.5	92.1	92.9	93.8	.5	.7	.9	1.0	2.6	2.3	2.5	3.1
1988	95.5	96.5	97.1	97.9	1.8	1.0	.6	.8	4.4	4.8	4.5	4.4
1989	98.9	100.0	101.1	102.1	1.0	1.1	1.1	1.0	3.6	3.6	4.1	4.3
1990	103.9	105.2	–	–	1.8	1.3	–	–	5.1	5.2	–	–
Goods-producing industries excluding sales occupations:												
1979	–	–	–	60.9	–	–	–	–	–	–	–	–
1980	62.5	63.8	65.4	66.8	2.6	2.1	2.5	2.1	–	–	–	9.7
1981	69.0	70.6	72.2	73.5	3.3	2.3	2.3	1.8	10.4	10.7	10.4	10.0
1982	74.8	75.9	77.3	78.1	1.8	1.5	1.8	1.0	8.4	7.5	7.1	6.3
1983	79.4	80.2	81.2	81.9	1.7	1.0	1.2	.9	6.1	5.7	5.0	4.9
1984	83.2	83.9	84.8	85.6	1.6	.8	1.1	.9	4.8	4.6	4.4	4.5
1985	86.6	87.2	87.9	88.3	1.2	.7	.8	.5	4.1	3.9	3.7	3.2
1986	89.2	90.0	90.5	91.0	1.0	.9	.6	.6	3.0	3.2	3.0	3.1
1987	91.5	92.1	92.9	93.8	.5	.7	.9	1.0	2.6	2.3	2.7	3.1
1988	95.4	96.5	97.1	97.9	1.7	1.2	.6	.8	4.3	4.8	4.5	4.4
1989	98.9	100.0	101.1	102.2	1.0	1.1	1.1	1.1	3.7	3.6	4.1	4.4
1990	103.9	105.1	–	–	1.7	1.2	–	–	5.1	5.1	–	–

See footnotes at end of table.

Table 2. Total compensation,[1] private industry workers: Employment Cost Index by occupational and industry group, 1979-90—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
					3 months ended--				12 months ended--			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
Goods-producing industries, white-collar occupations:												
1987	–	92.3	93.1	94.0	–	–	0.9	1.0	–	–	–	–
1988	95.6	96.4	97.2	97.8	1.7	0.8	.8	.6	–	4.4	4.4	4.0
1989	99.0	100.0	101.2	101.9	1.2	1.0	1.2	.7	3.6	3.7	4.1	4.2
1990	104.1	105.3	–	–	2.2	1.2	–	–	5.2	5.3	–	–
Goods-producing industries, white-collar occupations excluding sales:												
1987	–	92.2	93.0	93.9	–	–	.9	1.0	–	–	–	–
1988	95.4	96.4	97.1	97.7	1.6	1.0	.7	.6	–	4.6	4.4	4.0
1989	99.0	100.0	101.2	102.0	1.3	1.0	1.2	.8	3.8	3.7	4.2	4.4
1990	103.9	105.2	–	–	1.9	1.3	–	–	4.9	5.2	–	–
Goods-producing industries, blue-collar occupations:												
1987	–	92.1	92.8	93.8	–	–	.8	1.1	–	–	–	–
1988	95.4	96.6	97.1	98.0	1.7	1.3	.5	.9	–	4.9	4.6	4.5
1989	98.9	100.0	101.1	102.3	.9	1.1	1.1	1.2	3.7	3.5	4.1	4.4
1990	103.9	105.1	–	–	1.6	1.2	–	–	5.1	5.1	–	–
Goods-producing industries, service occupations:												
1987	–	91.4	92.2	93.0	–	–	.9	.9	–	–	–	–
1988	95.0	95.7	96.2	97.0	2.2	.7	.5	.8	–	4.7	4.3	4.3
1989	98.9	100.0	100.9	102.2	2.0	1.1	.9	1.3	4.1	4.5	4.9	5.4
1990	104.0	104.4	–	–	1.8	.4	–	–	5.2	4.4	–	–
Contract construction:												
1985	86.1	87.1	87.7	88.2	–	1.2	.7	.6	–	–	–	–
1986	88.5	89.9	90.6	90.7	.3	1.6	.8	.1	2.8	3.2	3.3	2.8
1987	91.5	92.7	93.4	94.0	.9	1.3	.8	.6	3.4	3.1	3.1	3.6
1988	95.2	96.4	97.2	98.0	1.3	1.3	.8	.8	4.0	4.0	4.1	4.3
1989	99.0	100.0	101.2	102.4	1.0	1.0	1.2	1.2	4.0	3.7	4.1	4.5
1990	103.1	104.3	–	–	.7	1.2	–	–	4.1	4.3	–	–
Manufacturing:												
1979	–	–	–	60.1	–	–	–	–	–	–	–	–
1980	61.8	63.1	64.5	66.0	2.8	2.1	2.2	2.3	–	–	–	9.8
1981	68.3	69.7	71.1	72.5	3.5	2.0	2.0	2.0	10.5	10.5	10.2	9.8
1982	73.9	74.7	76.2	76.9	1.9	1.1	2.0	.9	8.2	7.2	7.2	6.1
1983	78.4	79.1	80.1	80.8	2.0	.9	1.3	.9	6.1	5.9	5.1	5.1
1984	82.2	83.0	83.9	85.0	1.7	1.0	1.1	1.3	4.8	4.9	4.7	5.2
1985	86.3	86.8	87.5	87.8	1.5	.6	.8	.3	5.0	4.6	4.3	3.3
1986	89.0	89.7	90.1	90.7	1.4	.8	.4	.7	3.1	3.3	3.0	3.3
1987	91.1	91.6	92.5	93.4	.4	.5	1.0	1.0	2.4	2.1	2.7	3.0
1988	95.3	96.2	96.9	97.6	2.0	.9	.7	.7	4.6	5.0	4.8	4.5
1989	98.9	100.0	101.1	102.0	1.3	1.1	1.1	.9	3.8	4.0	4.3	4.5
1990	104.0	105.3	–	–	2.0	1.3	–	–	5.2	5.3	–	–
Manufacturing, white-collar occupations:												
1987	–	92.2	93.1	94.1	–	–	1.0	1.1	–	–	–	–
1988	95.7	96.4	97.1	97.7	1.7	.7	.7	.6	–	4.6	4.3	3.8
1989	99.0	100.0	101.1	101.9	1.3	1.0	1.1	.8	3.4	3.7	4.1	4.3
1990	104.1	105.3	–	–	2.2	1.2	–	–	5.2	5.3	–	–
Manufacturing, white-collar occupations excluding sales:												
1987	–	92.1	93.0	93.9	–	–	1.0	1.0	–	–	–	–
1988	95.5	96.3	97.1	97.7	1.7	.8	.8	.6	–	4.6	4.4	4.0
1989	99.0	100.0	101.1	101.9	1.3	1.0	1.1	.8	3.7	3.8	4.1	4.3
1990	104.0	105.1	–	–	2.1	1.1	–	–	5.1	5.1	–	–
Manufacturing, blue-collar occupations:												
1987	–	91.3	92.0	93.1	–	–	.8	1.2	–	–	–	–

See footnotes at end of table.

Table 2. Total compensation,[1] private industry workers: Employment Cost Index by occupational and industry group, 1979-90—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
					3 months ended–				12 months ended–			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
Manufacturing, blue-collar occupations:—Continued												
1988	95.1	96.1	96.7	97.6	2.1	1.1	0.6	0.9	–	5.3	5.1	4.8
1989	98.8	100.0	101.1	102.1	1.2	1.2	1.1	1.0	3.9	4.1	4.6	4.6
1990	104.0	105.2	–	–	1.9	1.2	–	–	5.3	5.2	–	–
Manufacturing, service occupations:												
1987	–	91.2	92.0	93.0	–	–	.9	1.1	–	–	–	–
1988	95.0	95.9	96.4	97.3	2.2	.9	.5	.9	–	5.2	4.8	4.6
1989	98.8	100.0	100.8	102.1	1.5	1.2	.8	1.3	4.0	4.3	4.6	4.9
1990	104.1	104.5	–	–	2.0	.4	–	–	5.4	4.5	–	–
Manufacturing, durable goods:												
1985	–	–	–	88.6	–	–	–	–	–	–	–	–
1986	89.6	90.1	90.6	91.1	1.1	.6	.6	.6	–	–	–	2.8
1987	91.3	92.0	92.6	93.5	.2	.8	.7	1.0	1.9	2.1	2.2	2.6
1988	95.6	96.5	97.0	97.7	2.2	.9	.5	.7	4.7	4.9	4.8	4.5
1989	99.0	100.0	101.1	102.2	1.3	1.0	1.1	1.1	3.6	3.6	4.2	4.6
1990	104.0	105.1	–	–	1.8	1.1	–	–	5.1	5.1	–	–
Aircraft and parts manufacturing (SIC 372):												
1988	–	–	–	98.3	–	–	–	–	–	–	–	–
1989	99.1	100.0	101.1	103.1	.8	.9	1.1	2.0	–	–	–	4.9
1990	104.9	106.2	–	–	1.7	1.2	–	–	5.9	6.2	–	–
White-collar occupations:												
1988	–	–	–	98.2	–	–	–	–	–	–	–	–
1989	98.9	100.0	100.9	102.6	.7	1.1	.9	1.7	–	–	–	4.5
1990	104.1	105.4	–	–	1.5	1.2	–	–	5.3	5.4	–	–
Professional specialty and technical occupations:												
1988	–	–	–	98.7	–	–	–	–	–	–	–	–
1989	99.2	100.0	100.5	101.8	.5	.8	.5	1.3	–	–	–	3.1
1990	103.6	105.0	–	–	1.8	1.4	–	–	4.4	5.0	–	–
Blue-collar occupations:												
1988	–	–	–	98.4	–	–	–	–	–	–	–	–
1989	99.4	100.0	101.4	103.8	1.0	.8	1.4	2.4	–	–	–	5.5
1990	105.7	107.0	–	–	1.8	1.2	–	–	6.3	7.0	–	–
Precision production, craft, and repair occupations:												
1988	–	–	–	98.6	–	–	–	–	–	–	–	–
1989	99.4	100.0	101.1	103.2	.8	.6	1.1	2.1	–	–	–	4.7
1990	104.8	106.6	–	–	1.6	1.7	–	–	5.4	6.6	–	–
Machine operators, assemblers, and inspectors:												
1988	–	–	–	98.1	–	–	–	–	–	–	–	–
1989	99.3	100.0	101.7	104.6	1.2	.7	1.7	2.9	–	–	–	6.6
1990	106.8	107.5	–	–	2.1	.7	–	–	7.6	7.5	–	–
Aircraft manufacturing (SIC 3721):												
1988	–	–	–	98.8	–	–	–	–	–	–	–	–
1989	99.2	100.0	101.0	103.6	.4	.8	1.0	2.6	–	–	–	4.9
1990	105.4	107.0	–	–	1.7	1.5	–	–	6.3	7.0	–	–
White-collar occupations:												
1988	–	–	–	98.6	–	–	–	–	–	–	–	–
1989	99.1	100.0	100.8	102.8	.3	.9	.8	2.0	–	–	–	4.0
1990	104.6	105.9	–	–	1.8	1.2	–	–	5.5	5.9	–	–
Blue-collar occupations:												
1988	–	–	–	98.9	–	–	–	–	–	–	–	–
1989	99.5	100.0	101.4	104.7	.6	.5	1.4	3.3	–	–	–	5.9
1990	106.6	108.6	–	–	1.8	1.9	–	–	7.1	8.6	–	–

See footnotes at end of table.

Table 2. Total compensation,[1] private industry workers: Employment Cost Index by occupational and industry group, 1979-90—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
					3 months ended--				12 months ended--			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
Aircraft engines and parts manufacturing (SIC 3724):												
1988	–	–	–	98.4	–	–	–	–	–	–	–	–
1989	99.6	100.0	101.1	102.0	1.2	0.4	1.1	0.9	–	–	–	3.7
1990	103.0	104.0	–	–	1.0	1.0	–	–	3.4	4.0	–	–
Aircraft parts and equipment manufacturing, not elsewhere classified (SIC 3728):												
1988	–	–	–	97.1	–	–	–	–	–	–	–	–
1989	98.4	100.0	101.3	103.6	1.3	1.6	1.3	2.3	–	–	–	6.7
1990	105.5	106.5	–	–	1.8	.9	–	–	7.2	6.5	–	–
Guided missiles and space vehicles manufacturing(SIC 3761):												
1988	–	–	–	97.9	–	–	–	–	–	–	–	–
1989	99.7	100.0	101.1	102.6	1.8	.3	1.1	1.5	–	–	–	4.8
1990	104.6	105.2	–	–	1.9	.6	–	–	4.9	5.2	–	–
Manufacturing, nondurable goods:												
1985	–	–	–	86.5	–	–	–	–	–	–	–	–
1986	87.7	88.9	89.4	90.0	1.4	1.4	.6	.7	–	–	–	4.0
1987	90.7	91.2	92.3	93.4	.6	.6	1.2	1.2	3.4	2.6	3.2	3.8
1988	94.8	95.6	96.5	97.5	1.5	.8	.9	1.0	4.5	4.8	4.6	4.4
1989	98.8	100.0	101.2	101.9	1.3	1.2	1.2	.7	4.2	4.6	4.9	4.5
1990	104.1	105.5	–	–	2.2	1.3	–	–	5.4	5.5	–	–
Service-producing industries:[5]												
1979	–	–	–	57.7	–	–	–	–	–	–	–	–
1980	59.3	60.7	62.1	63.3	2.8	2.4	2.3	1.9	–	–	–	9.7
1981	65.8	66.9	68.1	69.5	3.9	1.7	1.8	2.1	11.0	10.2	9.7	9.8
1982	70.6	71.5	73.0	74.1	1.6	1.3	2.1	1.5	7.3	6.9	7.2	6.6
1983	75.4	76.4	77.7	78.9	1.8	1.3	1.7	1.5	6.8	6.9	6.4	6.5
1984	80.3	81.1	81.7	82.9	1.8	1.0	.7	1.5	6.5	6.2	5.1	5.1
1985	83.7	84.5	86.1	86.6	1.0	1.0	1.9	.6	4.2	4.2	5.4	4.5
1986	87.5	88.0	88.8	89.3	1.0	.6	.9	.6	4.5	4.1	3.1	3.1
1987	90.5	91.2	92.1	92.6	1.3	.8	1.0	.5	3.4	3.6	3.7	3.7
1988	93.8	95.1	96.2	97.3	1.3	1.4	1.2	1.1	3.6	4.3	4.5	5.1
1989	98.8	100.0	101.3	102.3	1.5	1.2	1.3	1.0	5.3	5.2	5.3	5.1
1990	103.8	105.2	–	–	1.5	1.3	–	–	5.1	5.2	–	–
Service-producing industries excluding sales occupations:												
1979	–	–	–	57.9	–	–	–	–	–	–	–	–
1980	59.1	60.5	61.8	63.0	2.1	2.4	2.1	1.9	–	–	–	8.8
1981	65.6	66.5	68.0	69.3	4.1	1.4	2.3	1.9	11.0	9.9	10.0	10.0
1982	70.5	71.5	73.1	74.1	1.7	1.4	2.2	1.4	7.5	7.5	7.5	6.9
1983	75.5	76.5	77.9	78.9	1.9	1.3	1.8	1.3	7.1	7.0	6.6	6.5
1984	80.5	81.3	82.0	83.2	2.0	1.0	.9	1.5	6.6	6.3	5.3	5.4
1985	83.9	84.7	86.2	86.5	.8	1.0	1.8	.3	4.2	4.2	5.1	4.0
1986	87.5	88.0	88.8	89.5	1.2	.6	.9	.8	4.3	3.9	3.0	3.5
1987	90.6	91.4	92.5	93.1	1.2	.9	1.2	.6	3.5	3.9	4.2	4.0
1988	94.3	95.4	96.7	97.5	1.3	1.2	1.4	.8	4.1	4.4	4.5	4.7
1989	98.9	100.0	101.2	102.1	1.4	1.1	1.2	.9	4.9	4.8	4.7	4.7
1990	103.9	105.1	–	–	1.8	1.2	–	–	5.1	5.1	–	–
Service-producing industries, white-collar occupations:												
1987	–	90.7	91.8	92.1	–	–	1.2	.3	–	–	–	–
1988	93.4	94.7	95.9	97.2	1.4	1.4	1.3	1.4	–	4.4	4.5	5.5
1989	98.8	100.0	101.4	102.6	1.6	1.2	1.4	1.2	5.8	5.6	5.7	5.6
1990	104.2	105.5	–	–	1.6	1.2	–	–	5.5	5.5	–	–
Service-producing industries, white-collar occupations excluding sales:												
1987	–	90.9	92.3	92.9	–	–	1.5	.7	–	–	–	–

See footnotes at end of table.

Table 2. Total compensation,[1] private industry workers: Employment Cost Index by occupational and industry group, 1979-90—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
					3 months ended--				12 months ended--			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
Service-producing industries, white-collar occupations excluding sales:—Continued												
1988	94.1	95.1	96.6	97.5	.3	1.1	1.6	0.9	–	4.6	4.7	5.0
1989	99.0	100.0	101.4	102.3	1.5	1.0	1.4	.9	5.2	5.2	5.0	4.9
1990	104.4	105.6	–	–	2.1	1.1	–	–	5.5	5.6	–	–
Service-producing industries, blue-collar occupations:												
1987	–	92.2	93.0	93.8	–	–	.9	.9	–	–	–	–
1988	95.2	96.2	97.1	97.5	1.5	1.1	.9	.4	–	4.3	4.4	3.9
1989	98.7	100.0	101.1	101.1	1.2	1.3	1.1	.0	3.7	4.0	4.1	3.7
1990	102.6	103.9	–	–	1.5	1.3	–	–	4.0	3.9	–	–
Service-producing industries, service occupations:												
1987	–	92.4	92.9	93.4	–	–	.5	.5	–	–	–	–
1988	94.6	95.6	97.1	98.4	1.3	1.1	1.6	1.3	–	3.5	4.5	5.4
1989	99.3	100.0	101.1	102.5	.9	.7	1.1	1.4	5.0	4.6	4.1	4.2
1990	103.9	105.0	–	–	1.4	1.1	–	–	4.6	5.0	–	–
Transportation and public utilities:												
1985	87.6	88.4	89.7	90.0	–	.9	1.5	.3	–	–	–	–
1986	91.2	91.4	91.9	92.0	1.3	.2	.5	.1	4.1	3.4	2.5	2.2
1987	92.9	93.9	94.4	94.8	1.0	1.1	.5	.4	1.9	2.7	2.7	3.0
1988	95.8	96.8	97.5	97.5	1.1	1.0	.7	.0	3.1	3.1	3.3	2.8
1989	98.7	100.0	100.7	101.2	1.2	1.3	.7	.5	3.0	3.3	3.3	3.8
1990	103.0	103.3	–	–	1.8	.3	–	–	4.4	3.3	–	–
Transportation:												
1985	87.5	88.3	89.5	89.5	–	.9	1.4	.0	–	–	–	–
1986	91.3	91.1	91.9	91.5	2.0	-.2	.9	-.4	4.3	3.2	2.7	2.2
1987	92.4	93.7	93.8	94.0	1.0	1.4	.1	.2	1.2	2.9	2.1	2.7
1988	95.3	96.9	97.6	97.3	1.4	1.7	.7	-.3	3.1	3.4	4.1	3.5
1989	98.8	100.0	100.5	100.8	1.5	1.2	.5	.3	3.7	3.2	3.0	3.6
1990	102.8	103.0	–	–	2.0	.2	–	–	4.0	3.0	–	–
Public utilities:												
1985	87.9	88.6	90.1	90.9	–	.8	1.7	.9	–	–	–	–
1986	91.1	91.6	92.1	92.7	.2	.5	.5	.7	3.6	3.4	2.2	2.0
1987	93.5	94.3	95.2	95.7	.9	.9	1.0	.5	2.6	2.9	3.4	3.2
1988	96.4	96.7	97.3	97.7	.7	.3	.6	.4	3.1	2.5	2.2	2.1
1989	98.8	100.0	101.0	101.7	1.1	1.2	1.0	.7	2.5	3.4	3.8	4.1
1990	103.2	103.8	–	–	1.5	.6	–	–	4.5	3.8	–	–
Communications:												
1987	–	–	95.6	96.3	–	–	–	.7	–	–	–	–
1988	96.7	96.9	97.5	97.5	.4	.2	.6	.0	–	–	2.0	1.2
1989	98.5	100.0	101.0	101.6	1.0	1.5	1.0	.6	1.9	3.2	3.6	4.2
1990	103.1	103.1	–	–	1.5	.0	–	–	4.7	3.1	–	–
Electric, gas, and sanitary services:												
1987	–	–	–	95.0	–	–	–	–	–	–	–	–
1988	96.0	96.7	97.1	98.0	1.1	.7	.4	.9	–	–	–	3.2
1989	99.2	100.0	101.0	101.7	1.2	.8	1.0	.7	3.3	3.4	4.0	3.8
1990	103.2	104.6	–	–	1.5	1.4	–	–	4.0	4.6	–	–
Wholesale and retail trade:												
1985	84.7	86.1	87.2	87.8	–	1.7	1.3	.7	–	–	–	–
1986	88.3	89.1	89.6	90.0	.6	.9	.6	.4	4.3	3.5	2.8	2.5
1987	90.7	92.1	92.6	92.8	.8	1.5	.5	.2	2.7	3.4	3.3	3.1
1988	94.0	95.8	96.8	97.6	1.3	1.9	1.0	.8	3.6	4.0	4.5	5.2
1989	98.9	100.0	101.6	102.6	1.3	1.1	1.6	1.0	5.2	4.4	5.0	5.1
1990	103.5	105.0	–	–	.9	1.4	–	–	4.7	5.0	–	–

See footnotes at end of table.

Table 2. Total compensation,[1] private industry workers: Employment Cost Index by occupational and industry group, 1979-90—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
					3 months ended--				12 months ended--			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
Wholesale and retail trade excluding sales occupations:												
1985	85.4	86.7	87.7	88.1	–	1.5	1.2	0.5	–	–	–	–
1986	88.6	89.4	89.9	90.7	0.6	.9	.6	.9	3.7	3.1	2.5	3.0
1987	91.5	92.6	93.3	93.8	.9	1.2	.8	.5	3.3	3.6	3.8	3.4
1988	94.9	96.2	97.3	98.2	1.2	1.4	1.1	.9	3.7	3.9	4.3	4.7
1989	99.2	100.0	101.3	102.0	1.0	.8	1.3	.7	4.5	4.0	4.1	3.9
1990	103.0	104.5	–	–	1.0	1.5	–	–	3.8	4.5	–	–
Wholesale trade:												
1986	86.4	87.3	87.8	88.7	–	1.0	.6	1.0	–	–	–	–
1987	89.7	91.1	91.6	92.2	1.1	1.6	.5	.7	3.8	4.4	4.3	3.9
1988	93.0	94.7	95.6	96.1	.9	1.8	1.0	.5	3.7	4.0	4.4	4.2
1989	98.5	100.0	102.6	104.5	2.5	1.5	2.6	1.9	5.9	5.6	7.3	8.7
1990	104.8	105.4	–	–	.3	.6	–	–	6.4	5.4	–	–
Wholesale trade excluding sales occupations:												
1986	88.3	89.5	89.9	90.8	–	1.4	.4	1.0	–	–	–	–
1987	91.7	92.3	93.4	94.1	1.0	.7	1.2	.7	3.9	3.1	3.9	3.6
1988	95.2	96.2	97.2	97.7	1.2	1.1	1.0	.5	3.8	4.2	4.1	3.8
1989	98.9	100.0	101.8	102.6	1.2	1.1	1.8	.8	3.9	4.0	4.7	5.0
1990	103.7	105.0	–	–	1.1	1.3	–	–	4.9	5.0	–	–
Retail trade:												
1985	85.5	86.7	88.1	88.8	–	1.4	1.6	.8	–	–	–	–
1986	89.2	89.9	90.5	90.8	.5	.8	.7	.3	4.3	3.7	2.7	2.3
1987	91.3	92.5	93.0	93.0	.6	1.3	.5	.0	2.4	2.9	2.6	2.4
1988	94.5	96.3	97.3	98.4	1.6	1.9	1.0	1.1	3.5	4.1	4.6	5.8
1989	99.1	100.0	101.1	101.6	.7	.9	1.1	.5	4.9	3.8	3.9	3.3
1990	103.0	104.8	–	–	1.4	1.7	–	–	3.9	4.8	–	–
Food stores:												
1987	–	–	94.5	95.5	–	–	–	1.1	–	–	–	–
1988	96.3	96.8	97.1	98.2	.8	.5	.3	1.1	–	–	2.8	2.8
1989	99.8	100.0	100.8	101.7	1.6	.2	.8	.9	3.6	3.3	3.8	3.6
1990	103.2	104.6	–	–	1.5	1.4	–	–	3.4	4.6	–	–
Finance, insurance, and real estate:												
1985	83.1	83.0	84.6	85.9	–	-.1	1.9	1.5	–	–	–	–
1986	86.7	87.4	87.9	88.6	.9	.8	.6	.8	4.3	5.3	3.9	3.1
1987	90.9	90.0	90.2	90.4	2.6	-1.0	.2	.2	4.8	3.0	2.6	2.0
1988	91.5	92.8	92.9	96.2	1.2	1.4	.1	3.6	.7	3.1	3.0	6.4
1989	98.3	100.0	100.4	101.4	2.2	1.7	.4	1.0	7.4	7.8	8.1	5.4
1990	102.6	104.4	–	–	1.2	1.8	–	–	4.4	4.4	–	–
Finance, insurance, and real estate excluding sales occupations:												
1985	83.1	83.6	84.7	85.2	–	.6	1.3	.6	–	–	–	–
1986	87.0	87.6	88.0	88.9	2.1	.7	.5	1.0	4.7	4.8	3.9	4.3
1987	90.8	91.1	92.0	92.6	2.1	.3	1.0	.7	4.4	4.0	4.5	4.2
1988	93.8	94.6	95.4	97.1	1.3	.9	.8	1.8	3.3	3.8	3.7	4.9
1989	98.5	100.0	100.1	101.0	1.4	1.5	.1	.9	5.0	5.7	4.9	4.0
1990	103.5	104.7	–	–	2.5	1.2	–	–	5.1	4.7	–	–
Banking, savings and loan, and other credit agencies:												
1986	–	–	–	87.5	–	–	–	–	–	–	–	–
1987	89.8	90.7	91.4	92.3	2.6	1.0	.8	1.0	–	–	–	5.5
1988	95.3	96.0	97.0	97.8	3.3	.7	1.0	.8	6.1	5.8	6.1	6.0
1989	98.8	100.0	100.6	100.7	1.0	1.2	.6	.1	3.7	4.2	3.7	3.0
1990	102.1	104.1	–	–	1.4	2.0	–	–	3.3	4.1	–	–
Insurance:												
1987	–	89.6	90.3	91.9	–	–	.8	1.8	–	–	–	–

See footnotes at end of table.

Table 2. Total compensation,[1] private industry workers: Employment Cost Index by occupational and industry group, 1979-90—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
					3 months ended--				12 months ended--			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
Insurance:—Continued												
1988	92.6	95.0	95.8	97.0	0.8	2.6	0.8	1.3	–	6.0	6.1	5.5
1989	98.3	100.0	99.9	101.0	1.3	1.7	-.1	1.1	6.2	5.3	4.3	4.1
1990	103.2	105.2	–	–	2.2	1.9	–	–	5.0	5.2	–	–
Service industries:												
1985	81.3	82.0	83.8	84.1	–	.9	2.2	.4	–	–	–	–
1986	85.3	85.8	86.8	87.7	1.4	.6	1.2	1.0	4.9	4.6	3.6	4.3
1987	89.0	89.5	91.3	92.2	1.5	.6	2.0	1.0	4.3	4.3	5.2	5.1
1988	93.6	94.5	96.4	97.5	1.5	1.0	2.0	1.1	5.2	5.6	5.6	5.7
1989	99.0	100.0	101.8	102.9	1.5	1.0	1.8	1.1	5.8	5.8	5.6	5.5
1990	105.0	106.5	–	–	2.0	1.4	–	–	6.1	6.5	–	–
Business services:												
1986	–	–	–	87.2	–	–	–	–	–	–	–	–
1987	88.5	89.5	91.7	92.5	1.5	1.1	2.5	.9	–	–	–	6.1
1988	93.8	94.9	96.2	97.2	1.4	1.2	1.4	1.0	6.0	6.0	4.9	5.1
1989	98.1	100.0	100.7	101.3	.9	1.9	.7	.6	4.6	5.4	4.7	4.2
1990	103.6	105.3	–	–	2.3	1.6	–	–	5.6	5.3	–	–
Health services:												
1985	81.9	82.5	83.4	83.7	–	.7	1.1	.4	–	–	–	–
1986	84.7	85.2	86.6	87.7	1.2	.6	1.6	1.3	3.4	3.3	3.8	4.8
1987	88.8	89.4	90.4	91.5	1.3	.7	1.1	1.2	4.8	4.9	4.4	4.3
1988	92.6	94.1	95.6	97.0	1.2	1.6	1.6	1.5	4.3	5.3	5.8	6.0
1989	98.9	100.0	101.9	103.7	2.0	1.1	1.9	1.8	6.8	6.3	6.6	6.9
1990	105.8	107.1	–	–	2.0	1.2	–	–	7.0	7.1	–	–
Hospitals:												
1986	–	84.5	85.8	86.8	–	–	1.5	1.2	–	–	–	–
1987	87.8	88.3	89.9	91.0	1.2	.6	1.8	1.2	–	4.5	4.8	4.8
1988	92.2	93.6	95.2	96.6	1.3	1.5	1.7	1.5	5.0	6.0	5.9	6.2
1989	98.8	100.0	101.9	103.5	2.3	1.2	1.9	1.6	7.2	6.8	7.0	7.1
1990	105.4	106.6	–	–	1.8	1.1	–	–	6.7	6.6	–	–
Educational services:												
1988	–	–	–	98.3	–	–	–	–	–	–	–	–
1989	99.1	100.0	103.9	104.2	.8	.9	3.9	.3	–	–	–	6.0
1990	105.4	105.9	–	–	1.2	.5	–	–	6.4	5.9	–	–
Colleges and universities:												
1988	–	–	–	98.2	–	–	–	–	–	–	–	–
1989	99.0	100.0	103.3	103.8	.8	1.0	3.3	.5	–	–	–	5.7
1990	105.2	105.7	–	–	1.3	.5	–	–	6.3	5.7	–	–
Nonmanufacturing:												
1979	–	–	–	58.5	–	–	–	–	–	–	–	–
1980	60.0	61.5	62.9	64.2	2.6	2.5	2.3	2.1	–	–	–	9.7
1981	66.5	67.8	69.1	70.4	3.6	2.0	1.9	1.9	10.8	10.2	9.9	9.7
1982	71.6	72.6	74.1	75.1	1.7	1.4	2.1	1.3	7.7	7.1	7.2	6.7
1983	76.3	77.4	78.6	79.8	1.6	1.4	1.6	1.3	6.6	6.6	6.1	6.0
1984	81.0	81.8	82.4	83.4	1.8	1.0	.7	1.2	6.2	5.7	4.8	4.8
1985	84.3	85.1	86.4	87.0	1.1	.9	1.5	.7	4.1	4.0	4.9	4.3
1986	87.9	88.5	89.2	89.7	1.0	.7	.8	.6	4.3	4.0	3.2	3.1
1987	90.9	91.5	92.4	92.9	1.3	.7	1.0	.5	3.4	3.4	3.6	3.6
1988	94.1	95.4	96.5	97.5	1.3	1.4	1.2	1.0	3.5	4.3	4.4	5.0
1989	98.8	100.0	101.3	102.3	1.3	1.2	1.3	1.0	5.0	4.8	5.0	4.9
1990	103.8	105.1	–	–	1.5	1.3	–	–	5.1	5.1	–	–
Nonmanufacturing, white-collar occupations:												
1987	–	90.8	91.8	92.2	–	–	1.1	.4	–	–	–	–
1988	93.4	94.8	95.9	97.2	1.3	1.5	1.2	1.4	–	4.4	4.5	5.4
1989	98.8	100.0	101.4	102.6	1.6	1.2	1.4	1.2	5.8	5.5	5.7	5.6
1990	104.1	105.5	–	–	1.5	1.3	–	–	5.4	5.5	–	–

See footnotes at end of table.

Table 2. Total compensation,[1] private industry workers: Employment Cost Index by occupational and industry group, 1979-90—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
					3 months ended--				12 months ended--			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
Nonmanufacturing, white-collar occupations excluding sales:												
1987	–	91.0	92.3	92.9	–	–	1.4	0.7	–	–	–	–
1988	94.1	95.3	96.6	97.5	1.3	1.3	1.4	.9	–	4.7	4.7	5.0
1989	99.0	100.0	101.4	102.3	1.5	1.0	1.4	.9	5.2	4.9	5.0	4.9
1990	104.3	105.6	–	–	2.0	1.2	–	–	5.4	5.6	–	–
Nonmanufacturing, blue-collar occupations:												
1987	–	92.9	93.7	94.5	–	–	.9	.9	–	–	–	–
1988	95.7	96.8	97.6	98.1	1.3	1.1	.8	.5	–	4.2	4.2	3.8
1989	98.8	100.0	101.1	101.7	.7	1.2	1.1	.6	3.2	3.3	3.6	3.7
1990	102.9	104.1	–	–	1.2	1.2	–	–	4.1	4.1	–	–
Nonmanufacturing, service occupations:												
1987	–	92.4	92.8	93.3	–	–	.4	.5	–	–	–	–
1988	94.6	95.6	97.1	98.3	1.4	1.1	1.6	1.2	–	3.5	4.6	5.4
1989	99.2	100.0	101.0	102.4	.9	.8	1.0	1.4	4.9	4.6	4.0	4.2
1990	103.9	105.0	–	–	1.5	1.1	–	–	4.7	5.0	–	–

[1] Includes wages, salaries, and employer costs for employee benefits.

[2] Excludes farm and household workers.

[3] This series has the same industry and occupational coverage as the Hourly Earnings Index, which was discontinued in January 1989.

[4] Includes mining, construction, and manufacturing.

[5] Includes transportation, public utilities, trade, finance, insurance, real estate, and services.

– Data not available.

Table 3. Total compensation,[1] private industry workers: Employment Cost Index by region, bargaining status, and area size, 1979-90

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
					3 months ended--				12 months ended--			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
Northeast:[2]												
1982	-	-	-	71.8	-	-	-	-	-	-	-	-
1983	72.4	73.5	74.6	75.6	0.8	1.5	1.5	1.3	-	-	-	5.3
1984	76.5	77.6	78.7	79.6	1.2	1.4	1.4	1.1	5.7	5.6	5.5	5.3
1985	80.5	81.3	82.8	83.5	1.1	1.0	1.8	.8	5.2	4.8	5.2	4.9
1986	84.6	85.7	86.3	86.9	1.3	1.3	.7	.7	5.1	5.4	4.2	4.1
1987	88.4	89.1	90.2	91.3	1.7	.8	1.2	1.2	4.5	4.0	4.5	5.1
1988	92.4	93.8	95.0	96.7	1.2	1.5	1.3	1.8	4.5	5.3	5.3	5.9
1989	98.7	100.0	101.8	102.9	2.1	1.3	1.8	1.1	6.8	6.6	7.2	6.4
1990	104.4	105.3	-	-	1.5	.9	-	-	5.8	5.3	-	-
South:[3]												
1982	-	-	-	76.8	-	-	-	-	-	-	-	-
1983	78.1	78.8	80.2	81.3	1.7	.9	1.8	1.4	-	-	-	5.9
1984	83.1	83.8	83.8	84.8	2.2	.8	.0	1.2	6.4	6.3	4.5	4.3
1985	86.2	86.9	87.8	88.3	1.7	.8	1.0	.6	3.7	3.7	4.8	4.1
1986	89.3	89.9	90.7	91.2	1.1	.7	.9	.6	3.6	3.5	3.3	3.3
1987	91.7	92.4	93.1	94.0	.5	.8	.8	1.0	2.7	2.8	2.6	3.1
1988	95.1	96.7	97.4	98.1	1.2	1.7	.7	.7	3.7	4.7	4.6	4.4
1989	99.0	100.0	101.2	102.2	.9	1.0	1.2	1.0	4.1	3.4	3.9	4.2
1990	104.0	105.7	-	-	1.8	1.6	-	-	5.1	5.7	-	-
Midwest:[4]												
1982	-	-	-	77.1	-	-	-	-	-	-	-	-
1983	78.7	79.8	80.8	81.4	2.1	1.4	1.3	.7	-	-	-	5.6
1984	83.2	83.7	85.0	85.7	2.2	.6	1.6	.8	5.7	4.9	5.2	5.3
1985	86.6	87.1	88.1	88.4	1.1	.6	1.1	.3	4.1	4.1	3.6	3.2
1986	89.4	89.8	90.3	90.9	1.1	.2	.8	.7	3.2	2.9	2.5	2.8
1987	91.6	92.4	93.1	93.5	.8	.9	.8	.4	2.5	3.1	3.1	2.9
1988	95.4	96.2	97.0	97.9	2.0	.8	.8	.9	4.1	4.1	4.2	4.7
1989	98.9	100.0	101.0	101.9	1.0	1.1	1.0	.9	3.7	4.0	4.1	4.1
1990	103.5	104.8	-	-	1.6	1.3	-	-	4.7	4.8	-	-
West:[5]												
1982	-	-	-	77.9	-	-	-	-	-	-	-	-
1983	79.6	80.5	81.4	82.8	2.2	1.1	1.1	1.7	-	-	-	6.3
1984	83.5	84.3	84.5	86.2	.8	1.0	.2	2.0	4.9	4.7	3.8	4.1
1985	87.5	88.3	89.1	89.6	1.5	.9	.9	.6	4.8	4.7	5.4	3.9
1986	90.3	90.8	91.2	91.6	.8	.6	.4	.4	3.2	2.8	2.4	2.2
1987	92.5	92.6	93.7	94.1	1.0	.1	1.2	.4	2.4	2.0	2.7	2.7
1988	95.4	96.3	97.0	97.7	1.4	.9	.7	.7	3.1	4.0	3.5	3.8
1989	98.8	100.0	101.0	101.8	1.1	1.2	1.0	.8	3.6	3.8	4.1	4.2
1990	103.3	104.5	-	-	1.5	1.2	-	-	4.6	4.5	-	-
Union workers:												
1979	-	-	-	60.4	-	-	-	-	-	-	-	-
1980	61.9	63.6	65.5	67.1	2.5	2.7	3.0	2.4	-	-	-	11.1
1981	69.2	70.9	72.6	74.3	3.1	2.5	2.4	2.3	11.8	11.5	10.8	10.7
1982	75.5	76.8	78.4	79.6	1.6	1.7	2.1	1.5	9.1	8.3	8.0	7.1
1983	81.1	82.2	83.5	84.2	1.9	1.4	1.6	.8	7.4	7.0	6.5	5.8
1984	85.5	86.3	86.9	87.8	1.5	.9	.7	1.0	5.4	5.0	4.1	4.3
1985	88.4	88.9	89.7	90.1	.7	.6	.9	.4	3.4	3.0	3.2	2.6
1986	91.0	91.2	91.7	92.0	1.0	.2	.5	.3	2.9	2.6	2.2	2.1
1987	92.5	93.0	93.6	94.5	.5	.5	.6	1.0	1.6	2.0	2.1	2.7
1988	96.1	97.0	97.7	98.2	1.7	.9	.7	.5	3.9	4.3	4.4	3.9
1989	99.0	100.0	100.9	101.8	.8	1.0	.9	.9	3.0	3.1	3.3	3.7
1990	103.3	104.1	-	-	1.5	.8	-	-	4.3	4.1	-	-
Union blue-collar workers:												
1987	-	92.7	93.2	94.2	-	-	.5	1.1	-	-	-	-
1988	96.1	97.0	97.6	98.3	2.0	.9	.6	.7	-	4.6	4.7	4.4
1989	98.9	100.0	100.9	101.7	.6	1.1	.9	.8	2.9	3.1	3.4	3.5
1990	103.0	104.1	-	-	1.3	1.1	-	-	4.1	4.1	-	-
Union workers, goods-producing industries:[6]												
1981	-	71.7	73.7	75.1	-	-	2.8	1.9	-	-	-	-

See footnotes at end of table.

Table 3. Total compensation,[1] private industry workers: Employment Cost Index by region, bargaining status, and area size, 1979-90—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
					3 months ended--				12 months ended--			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
Union workers, goods-producing industries:[6]—Continued												
1982	76.3	77.6	79.2	80.2	1.6	1.7	2.1	1.3	–	8.2	7.5	6.8
1983	81.7	82.6	83.6	84.1	1.9	1.1	1.2	.6	7.1	6.4	5.6	4.9
1984	85.5	86.4	87.1	88.2	1.7	1.1	.8	1.3	4.7	4.6	4.2	4.9
1985	88.7	88.9	89.4	89.8	.6	.2	.6	.4	3.7	2.9	2.6	1.8
1986	90.7	90.9	91.3	91.5	1.0	.2	.4	.2	2.3	2.2	2.1	1.9
1987	91.8	92.3	92.9	94.2	.3	.5	.7	1.4	1.2	1.5	1.8	3.0
1988	96.2	97.1	97.7	98.4	2.1	.9	.6	.7	4.8	5.2	5.2	4.5
1989	98.9	100.0	100.9	101.9	.5	1.1	.9	1.0	2.8	3.0	3.3	3.6
1990	103.3	104.5	–	–	1.4	1.2	–	–	4.4	4.5	–	–
Union workers, service-producing industries:[7]												
1981	–	69.5	71.0	73.0	–	–	2.2	2.8	–	–	–	–
1982	74.2	75.5	77.1	78.6	1.6	1.8	2.1	1.9	–	8.6	8.6	7.7
1983	80.2	81.6	83.3	84.3	2.0	1.7	2.1	1.2	8.1	8.1	8.0	7.3
1984	85.4	85.9	86.5	87.3	1.3	.6	.7	.9	6.5	5.3	3.8	3.6
1985	88.0	89.0	90.0	90.5	.8	1.1	1.1	.6	3.0	3.6	4.0	3.7
1986	91.5	91.7	92.3	92.7	1.1	.2	.7	.4	4.0	3.0	2.6	2.4
1987	93.4	94.0	94.4	95.0	.8	.6	.4	.6	2.1	2.5	2.3	2.5
1988	95.9	96.9	97.6	97.9	.9	1.0	.7	.3	2.7	3.1	3.4	3.1
1989	99.1	100.0	100.8	101.7	1.2	.9	.8	.9	3.3	3.2	3.3	3.9
1990	103.2	103.6	–	–	1.5	.4	–	–	4.1	3.6	–	–
Union workers, manufacturing:												
1981	–	70.8	72.4	74.0	–	–	2.3	2.2	–	–	–	–
1982	75.2	76.4	78.1	79.1	1.6	1.6	2.2	1.3	–	7.9	7.9	6.9
1983	80.7	81.2	82.3	82.9	2.0	.6	1.4	.7	7.3	6.3	5.4	4.8
1984	84.4	85.3	86.1	87.2	1.8	1.1	.9	1.3	4.6	5.0	4.6	5.2
1985	87.9	87.9	88.5	88.8	.8	.0	.7	.3	4.1	3.0	2.8	1.8
1986	89.9	89.8	90.2	90.5	1.2	-.1	.4	.3	2.3	2.2	1.9	1.9
1987	90.6	91.1	91.6	93.1	.1	.6	.5	1.6	.8	1.4	1.6	2.9
1988	95.5	96.4	97.0	97.8	2.6	.9	.6	.8	5.4	5.8	5.9	5.0
1989	99.0	100.0	100.8	102.0	1.2	1.0	.8	1.2	3.7	3.7	3.9	4.3
1990	103.6	104.7	–	–	1.6	1.1	–	–	4.6	4.7	–	–
Union workers, manufacturing, blue-collar occupations:												
1987	–	90.9	91.5	93.0	–	–	.7	1.6	–	–	–	–
1988	95.5	96.4	96.9	97.8	2.7	.9	.5	.9	–	6.1	5.9	5.2
1989	99.0	100.0	100.9	101.9	1.2	1.0	.9	1.0	3.7	3.7	4.1	4.2
1990	103.5	104.6	–	–	1.6	1.1	–	–	4.5	4.6	–	–
Union workers, nonmanufacturing:												
1981	–	70.9	72.8	74.5	–	–	2.7	2.3	–	–	–	–
1982	75.7	77.1	78.7	80.0	1.6	1.8	2.1	1.7	–	8.7	8.1	7.4
1983	81.5	83.0	84.5	85.4	1.9	1.8	1.8	1.1	7.7	7.7	7.4	6.8
1984	86.5	87.1	87.7	88.3	1.3	.7	.7	.7	6.1	4.9	3.8	3.4
1985	88.9	89.8	90.6	91.2	.7	1.0	.9	.7	2.8	3.1	3.3	3.3
1986	92.0	92.5	93.0	93.3	.9	.5	.5	.3	3.5	3.0	2.6	2.3
1987	94.0	94.7	95.2	95.8	.8	.7	.5	.6	2.2	2.4	2.4	2.7
1988	96.6	97.5	98.3	98.5	.8	.9	.8	.2	2.8	3.0	3.3	2.8
1989	98.9	100.0	100.8	101.6	.4	1.1	.8	.8	2.4	2.6	2.5	3.1
1990	103.0	103.7	–	–	1.4	.7	–	–	4.1	3.7	–	–
Nonunion workers:												
1979	–	–	–	58.8	–	–	–	–	–	–	–	–
1980	60.5	61.7	62.8	64.0	2.9	2.0	1.8	1.9	–	–	–	8.8
1981	66.6	67.7	68.9	70.1	4.1	1.7	1.8	1.7	10.1	9.7	9.7	9.5
1982	71.3	72.1	73.5	74.3	1.7	1.1	1.9	1.1	7.1	6.5	6.7	6.0
1983	75.5	76.4	77.5	78.5	1.6	1.2	1.4	1.3	5.9	6.0	5.4	5.7
1984	79.9	80.7	81.4	82.5	1.8	1.0	.9	1.4	5.8	5.6	5.0	5.1
1985	83.8	84.6	85.8	86.3	1.6	1.0	1.4	.6	4.9	4.8	5.4	4.6
1986	87.3	88.2	88.8	89.4	1.2	1.0	.7	.7	4.2	4.3	3.5	3.6
1987	90.5	91.1	92.1	92.7	1.2	.7	1.1	.7	3.7	3.3	3.7	3.7
1988	94.0	95.3	96.3	97.4	1.4	1.4	1.0	1.1	3.9	4.6	4.6	5.1

See footnotes at end of table.

Table 3. Total compensation,[1] private industry workers: Employment Cost Index by region, bargaining status, and area size, 1979-90—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
					3 months ended--				12 months ended--			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
Nonunion workers:—Continued												
1989	98.8	100.0	101.4	102.4	1.4	1.2	1.4	1.0	5.1	4.9	5.3	5.1
1990	104.1	105.5	–	–	1.7	1.3	–	–	5.4	5.5	–	–
Nonunion blue-collar workers:												
1987	–	91.6	92.6	93.3	–	–	1.1	.8	–	–	–	–
1988	94.6	96.0	96.6	97.5	1.4	1.5	.6	.9	–	4.8	4.3	4.5
1989	98.7	100.0	101.3	102.1	1.2	1.3	1.3	.8	4.3	4.2	4.9	4.7
1990	103.9	105.3	–	–	1.8	1.3	–	–	5.3	5.3	–	–
Nonunion workers, goods-producing industries:[6]												
1981	–	69.8	71.1	72.3	–	–	1.9	1.7	–	–	–	–
1982	73.8	74.5	75.8	76.3	2.1	.9	1.7	.7	–	6.7	6.6	5.5
1983	77.5	78.4	79.2	80.0	1.6	1.2	1.0	1.0	5.0	5.2	4.5	4.8
1984	81.1	81.8	82.7	83.5	1.4	.9	1.1	1.0	4.6	4.3	4.4	4.4
1985	85.5	86.2	86.9	87.4	2.4	.8	.8	.6	5.4	5.4	5.1	4.7
1986	88.5	89.5	90.2	90.8	1.3	1.1	.8	.7	3.5	3.8	3.8	3.9
1987	91.3	92.0	92.9	93.6	.6	.8	1.0	.8	3.2	2.8	3.0	3.1
1988	95.1	96.2	96.9	97.7	1.6	1.2	.7	.8	4.2	4.6	4.3	4.4
1989	98.9	100.0	101.3	102.3	1.2	1.1	1.3	1.0	4.0	4.0	4.5	4.7
1990	104.2	105.5	–	–	1.9	1.2	–	–	5.4	5.5	–	–
Nonunion workers, service-producing industries:[7]												
1981	–	66.4	67.6	68.8	–	–	1.8	1.8	–	–	–	–
1982	69.8	70.6	72.1	73.1	1.5	1.1	2.1	1.4	–	6.3	6.7	6.3
1983	74.2	75.1	76.4	77.5	1.5	1.2	1.7	1.4	6.3	6.4	6.0	6.0
1984	79.1	80.1	80.7	81.9	2.1	1.3	.7	1.5	6.6	6.7	5.6	5.7
1985	82.9	83.6	85.2	85.7	1.2	.8	1.9	.6	4.8	4.4	5.6	4.6
1986	86.6	87.3	88.0	88.6	1.1	.8	.8	.7	4.5	4.4	3.3	3.4
1987	89.9	90.6	91.6	92.1	1.5	.8	1.1	.5	3.8	3.8	4.1	4.0
1988	93.4	94.7	95.9	97.2	1.4	1.4	1.3	1.4	3.9	4.5	4.7	5.5
1989	98.7	100.0	101.5	102.4	1.5	1.3	1.5	.9	5.7	5.6	5.8	5.3
1990	103.9	105.5	–	–	1.5	1.5	–	–	5.3	5.5	–	–
Nonunion workers, manufacturing:												
1981	–	69.1	70.3	71.5	–	–	1.7	1.7	–	–	–	–
1982	73.0	73.6	74.9	75.4	2.1	.8	1.8	.7	–	6.5	6.5	5.5
1983	76.8	77.6	78.6	79.4	1.9	1.0	1.3	1.0	5.2	5.4	4.9	5.3
1984	80.5	81.4	82.4	83.4	1.4	1.1	1.2	1.2	4.8	4.9	4.8	5.0
1985	85.4	86.2	86.8	87.2	2.4	.9	.7	.5	6.1	5.9	5.3	4.8
1986	88.5	89.6	90.1	90.7	1.5	1.2	.6	.7	3.6	3.9	3.8	4.0
1987	91.3	92.0	93.0	93.6	.7	.8	1.1	.6	3.2	2.7	3.2	3.2
1988	95.2	96.1	96.8	97.6	1.7	.9	.7	.8	4.3	4.5	4.1	4.3
1989	98.8	100.0	101.2	102.1	1.2	1.2	1.2	.9	3.8	4.1	4.5	4.6
1990	104.2	105.5	–	–	2.1	1.2	–	–	5.5	5.5	–	–
Nonunion workers, manufacturing, blue-collar occupations:												
1987	–	91.8	92.8	93.2	–	–	1.1	.4	–	–	–	–
1988	94.6	95.7	96.4	97.4	1.5	1.2	.7	1.0	–	4.2	3.9	4.5
1989	98.7	100.0	101.4	102.4	1.3	1.3	1.4	1.0	4.3	4.5	5.2	5.1
1990	104.4	105.9	–	–	2.0	1.4	–	–	5.8	5.9	–	–
Nonunion workers, nonmanufacturing:												
1981	–	67.1	68.2	69.4	–	–	1.6	1.8	–	–	–	–
1982	70.6	71.4	72.8	73.7	1.7	1.1	2.0	1.2	–	6.4	6.7	6.2
1983	74.8	75.8	76.9	78.1	1.5	1.3	1.5	1.6	5.9	6.2	5.6	6.0
1984	79.5	80.3	81.0	82.1	1.8	1.0	.9	1.4	6.3	5.9	5.3	5.1
1985	83.1	83.9	85.4	85.9	1.2	1.0	1.8	.6	4.5	4.5	5.4	4.6
1986	86.9	87.5	88.3	88.9	1.2	.7	.9	.7	4.6	4.3	3.4	3.5
1987	90.1	90.7	91.8	92.2	1.3	.7	1.2	.4	3.7	3.7	4.0	3.7
1988	93.5	94.9	96.0	97.3	1.4	1.5	1.2	1.4	3.8	4.6	4.6	5.5
1989	98.8	100.0	101.4	102.4	1.5	1.2	1.4	1.0	5.7	5.4	5.6	5.2
1990	104.0	105.4	–	–	1.6	1.3	–	–	5.3	5.4	–	–

See footnotes at end of table.

Table 3. Total compensation,[1] private industry workers: Employment Cost Index by region, bargaining status, and area size, 1979-90—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
					3 months ended--				12 months ended--			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
Metropolitan areas:												
1979	-	-	-	58.6	-	-	-	-	-	-	-	-
1980	60.0	61.5	63.0	64.2	2.4	2.5	2.4	1.9	-	-	-	9.6
1981	66.6	67.8	69.3	70.6	3.7	1.8	2.2	1.9	11.0	10.2	10.0	10.0
1982	71.7	72.7	74.2	75.2	1.6	1.4	2.1	1.3	7.7	7.2	7.1	6.5
1983	76.6	77.5	78.7	79.6	1.9	1.2	1.5	1.1	6.8	6.6	6.1	5.9
1984	81.0	81.8	82.4	83.6	1.8	1.0	.7	1.5	5.7	5.5	4.7	5.0
1985	84.6	85.3	86.4	86.9	1.2	.8	1.3	.6	4.4	4.3	4.9	3.9
1986	87.9	88.5	89.1	89.7	1.2	.7	.7	.7	3.9	3.8	3.1	3.2
1987	90.6	91.2	92.1	92.7	1.0	.7	1.0	.7	3.1	3.1	3.4	3.3
1988	94.2	95.3	96.3	97.4	1.6	1.2	1.0	1.1	4.0	4.5	4.6	5.1
1989	98.8	100.0	101.4	102.2	1.4	1.2	1.4	.8	4.9	4.9	5.3	4.9
1990	103.9	105.1	-	-	1.7	1.2	-	-	5.2	5.1	-	-
Other areas:												
1979	-	-	-	61.9	-	-	-	-	-	-	-	-
1980	64.2	65.3	66.4	68.1	3.7	1.7	1.7	2.6	-	-	-	10.0
1981	70.9	72.3	73.6	74.6	4.1	2.0	1.8	1.4	10.4	10.7	10.8	9.5
1982	75.8	77.4	78.5	78.9	2.9	.8	1.4	.5	8.3	7.1	6.7	5.8
1983	80.1	81.2	82.0	82.8	1.5	1.4	1.0	1.0	4.3	4.9	4.5	4.9
1984	84.4	84.9	86.0	86.6	1.9	.6	1.3	.7	5.4	4.6	4.9	4.6
1985	87.8	88.6	89.6	89.6	1.4	.9	1.1	.0	4.0	4.4	4.2	3.5
1986	90.7	91.4	92.0	92.5	1.2	.8	.7	.5	3.3	3.2	2.7	3.2
1987	93.3	94.1	94.9	95.4	.9	.9	.9	.5	2.9	3.0	3.2	3.1
1988	96.6	98.0	98.5	98.9	1.3	1.4	.5	.4	3.5	4.1	3.8	3.7
1989	99.4	100.0	100.8	102.0	.5	.6	.8	1.2	2.9	2.0	2.3	3.1
1990	103.6	105.2	-	-	1.6	1.5	-	-	4.2	5.2	-	-

[1] Includes wages, salaries, and employer costs for employee benefits.

[2] The Northeast region includes the following States: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont.

[3] The South region includes the following States: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia.

[4] The Midwest region includes the following States: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin.

[5] The West region includes the following States: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming

[6] Includes mining, construction, and manufacturing.

[7] Includes transportation, public utilities, trade, finance, insurance, real estate, and services.

- Data not available.

NOTE: The indexes for the series in tables 3 and 7 are not strictly fixed-weighted. See appendix.

Table 4. Total compensation,[1] State and local government workers: Employment Cost Index by occupational and industry group, 1981-90

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
					3 months ended--				12 months ended--			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
State and local government workers:												
1981	-	61.5	64.8	66.1	-	-	5.4	2.0	-	-	-	-
1982	67.0	67.3	70.3	70.8	1.4	0.4	4.5	.7	-	9.4	8.5	7.1
1983	71.7	72.1	74.3	75.1	1.3	.6	3.1	1.1	7.0	7.1	5.7	6.1
1984	76.2	76.6	79.3	80.1	1.5	.5	3.5	1.0	6.3	6.2	6.7	6.7
1985	81.0	81.2	84.0	84.6	1.1	.2	3.4	.7	6.3	6.0	5.9	5.6
1986	85.5	86.0	88.4	89.0	1.1	.6	2.8	.7	5.6	5.9	5.2	5.2
1987	89.8	90.0	92.1	93.0	.9	.2	2.3	1.0	5.0	4.7	4.2	4.5
1988	94.2	94.5	97.1	98.2	1.3	.3	2.8	1.1	4.9	5.0	5.4	5.6
1989	99.4	100.0	103.3	104.3	1.2	.6	3.3	1.0	5.5	5.8	6.4	6.2
1990	105.8	106.5	-	-	1.4	.7	-	-	6.4	6.5	-	-
White-collar occupations:												
1981	-	60.8	64.2	65.5	-	-	5.6	2.0	-	-	-	-
1982	66.3	66.5	69.8	70.4	1.2	.3	5.0	.9	-	9.4	8.7	7.5
1983	71.1	71.4	73.8	74.5	1.0	.4	3.4	.9	7.2	7.4	5.7	5.8
1984	75.6	75.9	78.8	79.6	1.5	.4	3.8	1.0	6.3	6.3	6.8	6.8
1985	80.5	80.7	83.6	84.2	1.1	.2	3.6	.7	6.5	6.3	6.1	5.8
1986	85.1	85.4	88.1	88.7	1.1	.4	3.2	.7	5.7	5.8	5.4	5.3
1987	89.4	89.6	91.9	92.8	.8	.2	2.6	1.0	5.1	4.9	4.3	4.6
1988	94.0	94.3	97.0	98.3	1.3	.3	2.9	1.3	5.1	5.2	5.5	5.9
1989	99.5	100.0	103.6	104.6	1.2	.5	3.6	1.0	5.9	6.0	6.8	6.4
1990	106.1	106.7	-	-	1.4	.6	-	-	6.6	6.7	-	-
Professional specialty and technical occupations:												
1989	-	100.0	103.8	104.7	-	-	3.8	.9	-	-	-	-
1990	106.4	107.0	-	-	1.6	.6	-	-	-	7.0	-	-
Executive, administrative, and managerial occupations:												
1989	-	100.0	103.1	104.1	-	-	3.1	1.0	-	-	-	-
1990	105.7	106.4	-	-	1.5	.7	-	-	-	6.4	-	-
Administrative support including clerical occupations:												
1989	-	100.0	102.9	103.9	-	-	2.9	1.0	-	-	-	-
1990	105.4	106.0	-	-	1.4	.6	-	-	-	6.0	-	-
Blue-collar occupations:												
1981	-	65.4	68.1	69.2	-	-	4.1	1.6	-	-	-	-
1982	70.7	71.2	73.7	73.9	2.2	.7	3.5	.3	-	8.9	8.2	6.8
1983	75.1	75.7	77.1	77.9	1.6	.8	1.8	1.0	6.2	6.3	4.6	5.4
1984	79.7	79.9	81.7	82.3	2.3	.3	2.3	.7	6.1	5.5	6.0	5.6
1985	83.7	84.0	86.2	86.7	1.7	.4	2.6	.6	5.0	5.1	5.5	5.3
1986	88.0	89.1	90.5	91.2	1.5	1.3	1.6	.8	5.1	6.1	5.0	5.2
1987	92.0	92.4	93.7	94.3	.9	.4	1.4	.6	4.5	3.7	3.5	3.4
1988	95.4	95.4	97.0	97.5	1.2	.0	1.7	.5	3.7	3.2	3.5	3.4
1989	99.3	100.0	102.1	103.7	1.8	.7	2.1	1.6	4.1	4.8	5.3	6.4
1990	105.5	106.3	-	-	1.7	.8	-	-	6.2	6.3	-	-
Service industries:												
1981	-	60.4	63.9	65.2	-	-	5.8	2.0	-	-	-	-
1982	65.9	66.1	69.4	70.0	1.1	.3	5.0	.9	-	9.4	8.6	7.4
1983	70.6	70.9	73.5	74.1	.9	.4	3.7	.8	7.1	7.3	5.9	5.9
1984	75.2	75.5	78.5	79.3	1.5	.4	4.0	1.0	6.5	6.5	6.8	7.0
1985	80.2	80.5	83.3	84.0	1.1	.4	3.5	.8	6.6	6.6	6.1	5.9
1986	84.8	85.1	87.9	88.6	1.0	.4	3.3	.8	5.7	5.7	5.5	5.5
1987	89.0	89.2	91.7	92.5	.5	.2	2.8	.9	5.0	4.8	4.3	4.4
1988	93.8	94.0	97.0	98.5	1.4	.2	3.2	1.5	5.4	5.4	5.8	6.5
1989	99.5	100.0	103.8	104.7	1.0	.5	3.8	.9	6.1	6.4	7.0	6.3
1990	106.1	106.8	-	-	1.3	.7	-	-	6.6	6.8	-	-
Service industries excluding schools:												
1981	-	63.0	66.2	67.9	-	-	5.1	2.6	-	-	-	-
1982	69.0	69.5	72.7	73.1	1.6	.7	4.6	.6	-	10.3	9.8	7.7
1983	74.0	74.9	76.3	77.3	1.2	1.2	1.9	1.3	7.2	7.8	5.0	5.7

See footnotes at end of table.

Table 4. Total compensation,[1] State and local government workers: Employment Cost Index by occupational and industry group, 1981-90—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
					3 months ended--				12 months ended--			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
Service industries excluding schools:—Continued												
1984	78.4	79.2	80.6	81.4	1.4	1.0	1.8	1.0	5.9	5.7	5.6	5.3
1985	82.6	82.9	84.5	85.2	1.5	.4	1.9	.8	5.4	4.7	4.8	4.7
1986	86.2	86.9	87.8	88.9	1.2	.8	1.0	1.3	4.4	4.8	3.9	4.3
1987	89.8	90.3	91.4	92.2	1.0	.6	1.2	.9	4.2	3.9	4.1	3.7
1988	94.7	94.8	96.5	97.8	2.7	.1	1.8	1.3	5.5	5.0	5.6	6.1
1989	99.1	100.0	102.5	103.2	1.3	.9	2.5	.7	4.6	5.5	6.2	5.5
1990	105.4	106.4	–	–	2.1	.9	–	–	6.4	6.4	–	–
Health services:												
1985	82.5	82.6	84.8	85.3	–	.1	2.7	.6	–	–	–	–
1986	86.0	86.8	88.1	88.8	.8	.9	1.5	.8	4.2	5.1	3.9	4.1
1987	89.5	90.1	92.0	93.0	.8	.7	2.1	1.1	4.1	3.8	4.4	4.7
1988	94.0	94.4	96.5	97.3	1.1	.4	2.2	.8	5.0	4.8	4.9	4.6
1989	98.8	100.0	103.1	104.2	1.5	1.2	3.1	1.1	5.1	5.9	6.8	7.1
1990	106.2	106.9	–	–	1.9	.7	–	–	7.5	6.9	–	–
Hospitals:												
1988	94.0	94.8	97.0	97.6	–	.9	2.3	.6	–	–	–	–
1989	98.6	100.0	103.2	104.5	1.0	1.4	3.2	1.3	4.9	5.5	6.4	7.1
1990	106.0	107.0	–	–	1.4	.9	–	–	7.5	7.0	–	–
Educational services:												
1989	99.5	100.0	104.1	104.9	–	.5	4.1	.8	–	–	–	–
1990	106.2	106.8	–	–	1.2	.6	–	–	6.7	6.8	–	–
Schools:												
1981	–	59.6	63.2	64.3	–	–	6.0	1.7	–	–	–	–
1982	64.9	65.0	68.4	69.0	.9	.2	5.2	.9	–	9.1	8.2	7.3
1983	69.5	69.7	72.6	73.1	.7	.3	4.2	.7	7.1	7.2	6.1	5.9
1984	74.2	74.3	77.8	78.7	1.5	.1	4.7	1.2	6.8	6.6	7.2	7.7
1985	79.5	79.7	82.9	83.6	1.0	.3	4.0	.8	7.1	7.3	6.6	6.2
1986	84.3	84.4	88.0	88.4	.8	.1	4.3	.5	6.0	5.9	6.2	5.7
1987	88.7	88.9	91.8	92.7	.3	.2	3.3	1.0	5.2	5.3	4.3	4.9
1988	93.4	93.7	97.2	98.7	.8	.3	3.7	1.5	5.3	5.4	5.9	6.5
1989	99.6	100.0	104.4	105.3	.9	.4	4.4	.9	6.6	6.7	7.4	6.7
1990	106.4	106.9	–	–	1.0	.5	–	–	6.8	6.9	–	–
Elementary and secondary schools:												
1981	–	58.9	62.6	63.7	–	–	6.3	1.8	–	–	–	–
1982	64.3	64.4	68.0	68.6	.9	.2	5.6	.9	–	9.3	8.6	7.7
1983	69.0	69.1	72.6	72.9	.6	.1	5.1	.4	7.3	7.3	6.8	6.3
1984	73.8	74.0	77.8	78.6	1.2	.3	5.1	1.0	7.0	7.1	7.2	7.8
1985	79.1	79.2	82.9	83.6	.6	.1	4.7	.8	7.2	7.0	6.6	6.4
1986	84.2	84.3	87.9	88.5	.7	.1	4.3	.7	6.4	6.4	6.0	5.9
1987	88.6	88.7	92.1	92.9	.1	.1	3.8	.9	5.2	5.2	4.8	5.0
1988	93.5	93.8	97.4	99.1	.6	.3	3.8	1.7	5.5	5.7	5.8	6.7
1989	99.6	100.0	104.6	105.5	.5	.4	4.6	.9	6.5	6.6	7.4	6.5
1990	106.5	107.1	–	–	.9	.6	–	–	6.9	7.1	–	–
Colleges and universities:												
1989	99.6	100.0	103.4	104.7	–	.4	3.4	1.3	–	–	–	–
1990	106.1	106.3	–	–	1.3	.2	–	–	6.5	6.3	–	–
Public administration:												
1981	–	63.3	66.1	67.1	–	–	4.4	1.5	–	–	–	–
1982	68.5	69.1	71.4	71.9	2.1	.9	3.3	.7	–	9.2	8.0	7.2
1983	73.6	74.1	75.9	76.9	2.4	.7	2.4	1.3	7.4	7.2	6.3	7.0
1984	77.8	78.3	80.4	81.4	1.2	.6	2.7	1.2	5.7	5.7	5.9	5.9
1985	82.4	82.5	85.0	85.4	1.2	.1	3.0	.5	5.9	5.4	5.7	4.9
1986	86.6	87.4	89.0	89.7	1.4	.9	1.8	.8	5.1	5.9	4.7	5.0
1987	91.3	91.6	92.7	93.8	1.8	.3	1.2	1.2	5.4	4.8	4.2	4.6
1988	95.2	95.8	97.5	97.8	1.5	.6	1.8	.3	4.3	4.6	5.2	4.3
1989	99.2	100.0	102.5	103.2	1.4	.8	2.5	.7	4.2	4.4	5.1	5.5
1990	105.1	105.5	–	–	1.8	.4	–	–	5.9	5.5	–	–

[1] Includes wages, salaries, and employer costs for employee benefits.

– Data not available.

Table 5. Wages and salaries, civilian workers:[1] Employment Cost Index by occupational and industry group, 1981-90

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
					3 months ended--				12 months ended--			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
Civilian workers:[1]												
1981	-	69.2	70.9	72.2	-	-	2.5	1.8	-	-	-	-
1982	73.5	74.2	75.9	76.7	1.8	1.0	2.3	1.1	-	7.2	7.1	6.2
1983	77.6	78.4	79.7	80.6	1.2	1.0	1.7	1.1	5.6	5.7	5.0	5.1
1984	81.5	82.2	83.2	84.2	1.1	.9	1.2	1.2	5.0	4.8	4.4	4.5
1985	85.1	85.9	87.3	87.8	1.1	.9	1.6	.6	4.4	4.5	4.9	4.3
1986	88.7	89.4	90.4	90.9	1.0	.8	1.1	.6	4.2	4.1	3.6	3.5
1987	91.8	92.3	93.5	94.1	1.0	.5	1.3	.6	3.5	3.2	3.4	3.5
1988	95.0	95.9	97.2	98.1	1.0	.9	1.4	.9	3.5	3.9	4.0	4.3
1989	99.2	100.0	101.6	102.4	1.1	.8	1.6	.8	4.4	4.3	4.5	4.4
1990	103.6	104.7	-	-	1.2	1.1	-	-	4.4	4.7	-	-
White-collar occupations:												
1981	-	66.8	68.5	69.9	-	-	2.5	2.0	-	-	-	-
1982	71.2	71.8	73.7	74.4	1.9	.8	2.6	.9	-	7.5	7.6	6.4
1983	75.4	76.2	77.9	78.7	1.3	1.1	2.2	1.0	5.9	6.1	5.7	5.8
1984	79.6	80.4	81.6	82.4	1.1	1.0	1.5	1.0	5.6	5.5	4.7	4.7
1985	83.6	84.4	86.0	86.6	1.5	1.0	1.9	.7	5.0	5.0	5.4	5.1
1986	87.6	88.4	89.5	90.1	1.2	.9	1.2	.7	4.8	4.7	4.1	4.0
1987	91.2	91.7	93.1	93.6	1.2	.5	1.5	.5	4.1	3.7	4.0	3.9
1988	94.5	95.5	96.9	98.0	1.0	1.1	1.5	1.1	3.6	4.1	4.1	4.7
1989	99.2	100.0	101.9	102.8	1.2	.8	1.9	.9	5.0	4.7	5.2	4.9
1990	104.1	105.2	-	-	1.3	1.1	-	-	4.9	5.2	-	-
Professional specialty and technical occupations:												
1989	-	100.0	102.5	103.3	-	-	2.5	.8	-	-	-	-
1990	104.8	105.5	-	-	1.5	.7	-	-	-	5.5	-	-
Executive, administrative, and managerial occupations:												
1989	-	100.0	101.1	101.8	-	-	1.1	.7	-	-	-	-
1990	103.6	105.0	-	-	1.8	1.4	-	-	-	5.0	-	-
Administrative support including clerical occupations:												
1989	-	100.0	101.4	102.4	-	-	1.4	1.0	-	-	-	-
1990	103.7	104.7	-	-	1.3	1.0	-	-	-	4.7	-	-
Blue-collar occupations:												
1981	-	73.5	75.3	76.5	-	-	2.4	1.6	-	-	-	-
1982	77.6	78.5	79.9	80.7	1.4	1.2	1.8	1.0	-	6.8	6.1	5.5
1983	81.5	82.4	83.2	83.8	1.0	1.1	1.0	.7	5.0	5.0	4.1	3.8
1984	84.8	85.4	86.0	86.9	1.2	.7	.7	1.0	4.0	3.6	3.4	3.7
1985	87.7	88.6	89.7	89.9	.9	1.0	1.2	.2	3.4	3.7	4.3	3.5
1986	90.7	91.2	91.9	92.4	.9	.6	.8	.5	3.4	2.9	2.5	2.8
1987	92.8	93.5	94.3	95.1	.4	.8	.9	.8	2.3	2.5	2.6	2.9
1988	95.9	96.8	97.4	98.1	.8	.9	.6	.7	3.3	3.5	3.3	3.2
1989	99.0	100.0	101.0	101.7	.9	1.0	1.0	.7	3.2	3.3	3.7	3.7
1990	102.8	103.9	-	-	1.1	1.1	-	-	3.8	3.9	-	-
Service occupations:												
1981	-	69.1	70.8	71.5	-	-	2.5	1.0	-	-	-	-
1982	73.8	74.5	76.0	77.2	3.2	.9	2.0	1.6	-	7.8	7.3	8.0
1983	78.2	78.7	79.5	81.1	1.3	.6	1.0	2.0	6.0	5.6	4.6	5.1
1984	82.9	82.7	84.5	85.8	2.2	-.2	2.2	1.5	6.0	5.1	6.3	5.8
1985	86.2	86.5	88.4	88.8	.5	.3	2.2	.5	4.0	4.6	4.6	3.5
1986	89.6	89.8	91.0	91.7	.9	.2	1.3	.8	3.9	3.8	2.9	3.3
1987	92.7	93.0	93.9	94.3	1.1	.3	1.0	.4	3.5	3.6	3.2	2.8
1988	95.3	96.2	97.9	98.7	1.1	.9	1.8	.8	2.8	3.4	4.3	4.7
1989	99.4	100.0	101.4	102.5	.7	.6	1.4	1.1	4.3	4.0	3.6	3.9
1990	103.4	104.2	-	-	.9	.8	-	-	4.0	4.2	-	-
Goods-producing industries:[2]												
1981	-	72.6	74.3	75.6	-	-	2.3	1.7	-	-	-	-
1982	77.1	77.9	79.2	79.9	2.0	1.0	1.7	.9	-	7.3	6.6	5.7
1983	80.7	81.5	82.3	83.1	1.0	1.0	1.0	1.0	4.7	4.6	3.9	4.0
1984	84.0	84.6	85.4	86.3	1.1	.7	.9	1.1	4.1	3.8	3.8	3.9

See footnotes at end of table.

Table 5. Wages and salaries, civilian workers:[1] Employment Cost Index by occupational and industry group, 1981-90—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
					3 months ended--				12 months ended--			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
Goods-producing industries:[2]—Continued												
1985	87.4	88.2	89.0	89.4	1.3	0.9	0.9	0.4	4.0	4.3	4.2	3.6
1986	90.3	91.2	91.7	92.2	1.0	1.0	.5	.5	3.3	3.4	3.0	3.1
1987	92.8	93.3	94.3	95.1	.7	.5	1.1	.8	2.8	2.3	2.8	3.1
1988	96.0	96.9	97.4	98.1	.9	.9	.5	.7	3.4	3.9	3.3	3.2
1989	99.0	100.0	100.9	101.9	.9	1.0	.9	1.0	3.1	3.2	3.6	3.9
1990	103.1	104.2	–	–	1.2	1.1	–	–	4.1	4.2	–	–
Manufacturing:												
1981	–	72.0	73.6	74.9	–	–	2.2	1.8	–	–	–	–
1982	76.3	77.1	78.4	79.1	1.9	1.0	1.7	.9	–	7.1	6.5	5.6
1983	80.0	80.7	81.6	82.5	1.1	.9	1.1	1.1	4.8	4.7	4.1	4.3
1984	83.4	84.1	85.0	86.1	1.1	.8	1.1	1.3	4.3	4.2	4.2	4.4
1985	87.2	88.1	88.8	89.2	1.3	1.0	.8	.5	4.6	4.8	4.5	3.6
1986	90.3	91.1	91.6	92.1	1.2	.9	.5	.5	3.6	3.4	3.2	3.3
1987	92.7	93.3	94.2	95.2	.7	.6	1.0	1.1	2.7	2.4	2.8	3.4
1988	96.0	96.8	97.3	98.1	.8	.8	.5	.8	3.6	3.8	3.3	3.0
1989	99.0	100.0	100.9	101.9	.9	1.0	.9	1.0	3.1	3.3	3.7	3.9
1990	103.3	104.5	–	–	1.4	1.2	–	–	4.3	4.5	–	–
Service-producing industries:[3]												
1981	–	67.2	69.0	70.3	–	–	2.7	1.9	–	–	–	–
1982	71.6	72.2	74.1	74.9	1.8	.8	2.6	1.1	–	7.4	7.4	6.5
1983	75.9	76.7	78.3	79.2	1.3	1.1	2.1	1.1	6.0	6.2	5.7	5.7
1984	80.3	80.9	82.0	83.0	1.4	.7	1.4	1.2	5.8	5.5	4.7	4.8
1985	83.9	84.6	86.5	87.0	1.1	.8	2.2	.6	4.5	4.6	5.5	4.8
1986	87.9	88.4	89.7	90.2	1.0	.6	1.5	.6	4.8	4.5	3.7	3.7
1987	91.3	91.8	93.1	93.6	1.2	.5	1.4	.5	3.9	3.8	3.8	3.8
1988	94.5	95.4	97.0	98.0	1.0	1.0	1.7	1.0	3.5	3.9	4.2	4.7
1989	99.2	100.0	101.8	102.7	1.2	.8	1.8	.9	5.0	4.8	4.9	4.8
1990	103.8	104.9	–	–	1.1	1.1	–	–	4.6	4.9	–	–
Service industries:												
1981	–	63.1	65.9	67.3	–	–	4.4	2.1	–	–	–	–
1982	68.6	69.1	71.5	72.2	1.9	.7	3.5	1.0	–	9.5	8.5	7.3
1983	73.1	73.4	75.8	76.6	1.2	.4	3.3	1.1	6.6	6.2	6.0	6.1
1984	77.8	78.2	80.3	81.4	1.6	.5	2.7	1.4	6.4	6.5	5.9	6.3
1985	81.9	82.4	84.7	85.1	.6	.6	2.8	.5	5.3	5.4	5.5	4.5
1986	86.1	86.5	88.3	89.1	1.2	.5	2.1	.9	5.1	5.0	4.3	4.7
1987	90.1	90.5	92.7	93.6	1.1	.4	2.4	1.0	4.6	4.6	5.0	5.1
1988	94.4	94.9	97.2	98.3	.9	.5	2.4	1.1	4.8	4.9	4.9	5.0
1989	99.4	100.0	102.5	103.3	1.1	.6	2.5	.8	5.3	5.4	5.5	5.1
1990	104.8	105.9	–	–	1.5	1.0	–	–	5.4	5.9	–	–
Health services:												
1985	82.3	82.9	84.0	84.2	–	.7	1.3	.2	–	–	–	–
1986	85.1	85.7	87.2	88.2	1.1	.7	1.8	1.1	3.4	3.4	3.8	4.8
1987	89.4	90.0	91.3	92.3	1.4	.7	1.4	1.1	5.1	5.0	4.7	4.6
1988	92.9	94.4	96.1	97.4	.7	1.6	1.8	1.4	3.9	4.9	5.3	5.5
1989	99.0	100.0	102.0	103.5	1.6	1.0	2.0	1.5	6.6	5.9	6.1	6.3
1990	105.3	106.2	–	–	1.7	.9	–	–	6.4	6.2	–	–
Hospitals:												
1986	–	85.3	86.6	87.6	–	–	1.5	1.2	–	–	–	–
1987	88.7	89.3	90.9	92.0	1.3	.7	1.8	1.2	–	4.7	5.0	5.0
1988	92.9	94.3	96.0	97.3	1.0	1.5	1.8	1.4	4.7	5.6	5.6	5.8
1989	98.9	100.0	102.2	103.5	1.6	1.1	2.2	1.3	6.5	6.0	6.5	6.4
1990	105.0	106.0	–	–	1.4	1.0	–	–	6.2	6.0	–	–
Educational services:												
1989	99.5	100.0	103.8	104.4	–	.5	3.8	.6	–	–	–	–
1990	105.4	105.8	–	–	1.0	.4	–	–	5.9	5.8	–	–
Public administration:												
1981	–	65.9	68.4	69.5	–	–	3.8	1.6	–	–	–	–
1982	70.8	71.4	73.7	74.2	1.9	.8	3.2	.7	–	8.3	7.7	6.8
1983	75.5	76.0	77.9	78.7	1.8	.7	2.5	1.0	6.6	6.4	5.7	6.1

See footnotes at end of table.

Table 5. Wages and salaries, civilian workers:[1] Employment Cost Index by occupational and industry group, 1981-90—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
					3 months ended–				12 months ended--			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
Public administration:—Continued												
1984	79.3	79.9	81.9	82.8	0.8	0.8	2.5	1.1	5.0	5.1	5.1	5.2
1985	83.7	83.8	86.6	87.0	1.1	.1	3.3	.5	5.5	4.9	5.7	5.1
1986	88.1	88.7	90.6	91.0	1.3	.7	2.1	.4	5.3	5.8	4.6	4.6
1987	92.6	92.9	93.9	94.7	1.8	.3	1.1	.9	5.1	4.7	3.6	4.1
1988	95.8	96.4	98.1	98.4	1.2	.6	1.8	.3	3.5	3.8	4.5	3.9
1989	99.4	100.0	102.1	102.8	1.0	.6	2.1	.7	3.8	3.7	4.1	4.5
1990	104.3	104.6	–	–	1.5	.3	–	–	4.9	4.6	–	–
Nonmanufacturing:												
1981	–	68.0	69.9	71.1	–	–	2.8	1.7	–	–	–	–
1982	72.4	73.1	74.9	75.7	1.8	1.0	2.5	1.1	–	7.5	7.2	6.5
1983	76.7	77.6	79.0	79.9	1.3	1.2	1.8	1.1	5.9	6.2	5.5	5.5
1984	80.9	81.4	82.5	83.4	1.3	.6	1.4	1.1	5.5	4.9	4.4	4.4
1985	84.3	85.0	86.3	87.3	1.1	.8	2.1	.6	4.2	4.4	5.2	4.7
1986	88.2	88.7	89.9	90.5	1.0	.6	1.4	.7	4.6	4.4	3.6	3.7
1987	91.5	92.0	93.3	93.7	1.1	.5	1.4	.4	3.7	3.7	3.8	3.5
1988	94.6	95.6	97.1	98.0	1.0	1.1	1.6	.9	3.4	3.9	4.1	4.6
1989	99.2	100.0	101.8	102.6	1.2	.8	1.8	.8	4.9	4.6	4.8	4.7
1990	103.7	104.8	–	–	1.1	1.1	–	–	4.5	4.8	–	–

[1] Includes private industry and State and local government workers and excludes farm, household, and Federal Government workers.
[2] Includes mining, construction, and manufacturing.
[3] Includes transportation, public utilities, trade, finance, insurance, real estate, services, and public administration.
– Data not available.

Table 6. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-90

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
					3 months ended--				12 months ended--			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
Private industry workers:[1]												
1975	–	–	45.0	45.9	–	–	–	2.0	–	–	–	–
1976	46.7	47.5	48.2	49.2	1.7	1.7	1.5	2.1	–	–	7.1	7.2
1977	49.9	50.8	51.7	52.6	1.4	1.8	1.8	1.7	6.9	6.9	7.3	6.9
1978	53.6	54.7	55.8	56.6	1.9	2.1	2.0	1.4	7.4	7.7	7.9	7.6
1979	57.7	58.9	60.1	61.5	1.9	2.1	2.0	2.3	7.6	7.7	7.7	8.7
1980	63.0	64.3	65.8	67.1	2.4	2.1	2.3	2.0	9.2	9.2	9.5	9.1
1981	68.9	70.3	71.7	73.0	2.7	2.0	2.0	1.8	9.4	9.3	9.0	8.8
1982	74.5	75.3	76.7	77.6	2.1	1.1	1.9	1.2	8.1	7.1	7.0	6.3
1983	78.5	79.4	80.5	81.4	1.2	1.1	1.4	1.1	5.4	5.4	5.0	4.9
1984	82.4	83.1	83.8	84.8	1.2	.8	.8	1.2	5.0	4.7	4.1	4.2
1985	85.8	86.7	87.8	88.3	1.2	1.0	1.3	.6	4.1	4.3	4.8	4.1
1986	89.2	89.9	90.6	91.1	1.0	.8	.8	.6	4.0	3.7	3.2	3.2
1987	92.0	92.6	93.5	94.1	1.0	.7	1.0	.6	3.1	3.0	3.2	3.3
1988	95.0	96.1	97.0	98.0	1.0	1.2	.9	1.0	3.3	3.8	3.7	4.1
1989	99.0	100.0	101.2	102.0	1.0	1.0	1.2	.8	4.2	4.1	4.3	4.1
1990	103.2	104.5	–	–	1.2	1.3	–	–	4.2	4.5	–	–
Private industry workers excluding sales occupations:												
1975	–	–	44.9	45.8	–	–	–	2.0	–	–	–	–
1976	46.6	47.4	48.1	49.0	1.7	1.[illegible]	1.5	1.9	–	–	7.1	7.0
1977	49.8	50.7	51.6	52.4	1.6	1.[illegible]	1.8	1.6	6.9	7.0	7.3	6.9
1978	53.5	54.5	55.6	56.4	2.1	1.[illegible]	2.0	1.4	7.4	7.5	7.8	7.6
1979	57.7	58.7	60.0	61.4	2.3	1.7	2.2	2.3	7.9	7.7	7.9	8.9
1980	63.1	64.4	65.8	67.0	2.8	2.1	2.2	1.8	9.4	9.7	9.7	9.1
1981	68.9	70.2	71.9	73.0	2.8	1.9	2.4	1.5	9.2	9.0	9.3	9.0
1982	74.6	75.5	76.8	77.7	2.2	1.2	1.7	1.2	8.3	7.5	6.8	6.4
1983	78.7	79.6	80.8	81.5	1.3	1.1	1.5	.9	5.5	5.4	5.2	4.9
1984	82.7	83.4	84.2	85.3	1.5	.8	1.0	1.3	5.1	4.8	4.2	4.7
1985	86.0	86.9	88.1	88.4	.8	1.0	1.4	.3	4.0	4.2	4.6	3.6
1986	89.3	90.0	90.6	91.2	1.0	.8	.7	.7	3.8	3.6	2.8	3.2
1987	92.1	92.7	93.8	94.5	1.0	.7	1.2	.7	3.1	3.0	3.5	3.6
1988	95.4	96.3	97.3	98.0	1.0	.9	1.0	.7	3.6	3.9	3.7	3.7
1989	99.1	100.0	101.1	101.9	1.1	.9	1.1	.8	3.9	3.8	3.9	4.0
1990	103.2	104.4	–	–	1.3	1.2	–	–	4.1	4.4	–	–
White-collar occupations:												
1975	–	–	44.3	44.9	–	–	–	1.4	–	–	–	–
1976	45.8	46.4	47.0	47.9	2.0	1.3	1.3	1.9	–	–	6.1	6.7
1977	48.5	49.3	50.2	51.1	1.3	1.6	1.8	1.8	5.9	6.3	6.8	6.7
1978	52.0	53.1	54.1	54.7	1.8	2.1	1.9	1.1	7.2	7.7	7.8	7.0
1979	55.8	56.8	58.0	59.5	2.0	1.8	2.1	2.6	7.3	7.0	7.2	8.6
1980	60.9	62.1	63.3	64.6	2.4	2.0	1.9	2.1	9.1	9.3	9.1	8.6
1981	66.6	67.9	69.1	70.5	3.1	2.0	1.8	2.0	9.4	9.3	9.2	9.1
1982	72.1	72.8	74.3	75.1	2.3	1.0	2.1	1.1	8.3	7.2	7.5	6.5
1983	76.2	77.1	78.7	79.6	1.5	1.2	2.1	1.1	5.7	5.9	5.9	6.0
1984	80.4	81.4	82.1	83.0	1.0	1.2	.9	1.1	5.5	5.6	4.3	4.3
1985	84.2	85.2	86.4	87.1	1.4	1.2	1.4	.8	4.7	4.7	5.2	4.9
1986	88.0	89.0	89.6	90.1	1.0	1.1	.7	.6	4.5	4.5	3.7	3.4
1987	91.4	91.9	93.0	93.4	1.4	.5	1.2	.4	3.9	3.3	3.8	3.7
1988	94.4	95.6	96.7	97.8	1.1	1.3	1.2	1.1	3.3	4.0	4.0	4.7
1989	99.0	100.0	101.4	102.4	1.2	1.0	1.4	1.0	4.9	4.6	4.9	4.7
1990	103.6	104.9	–	–	1.2	1.3	–	–	4.6	4.9	–	–
White-collar occupations excluding sales:												
1975	–	–	43.9	44.6	–	–	–	1.6	–	–	–	–
1976	45.3	46.0	46.7	47.4	1.6	1.5	1.5	1.5	–	–	6.4	6.3
1977	48.2	48.9	49.8	50.5	1.7	1.5	1.8	1.4	6.4	6.3	6.6	6.5
1978	51.5	52.3	53.2	54.0	2.0	1.6	1.7	1.5	6.8	7.0	6.8	6.9
1979	55.2	56.0	57.4	58.6	2.2	1.4	2.5	2.1	7.2	7.1	7.9	8.5
1980	60.3	61.4	62.8	63.9	2.9	1.8	2.3	1.8	9.2	9.6	9.4	9.0
1981	66.1	67.1	68.9	70.0	3.4	1.5	2.7	1.6	9.6	9.3	9.7	9.5
1982	71.8	72.8	74.0	74.8	2.6	1.4	1.6	1.1	8.6	8.5	7.4	6.9
1983	76.2	77.1	78.8	79.5	1.9	1.2	2.2	.9	6.1	5.9	6.5	6.3
1984	80.7	81.5	82.5	83.5	1.5	1.0	1.2	1.2	5.9	5.7	4.7	5.0
1985	84.3	85.3	86.4	86.8	1.0	1.2	1.3	.5	4.5	4.7	4.7	4.0

See footnotes at end of table.

Table 6. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-90—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
					3 months ended--				12 months ended--			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
White-collar occupations excluding sales:—Continued												
1986	88.0	88.9	89.5	90.1	1.4	1.0	0.7	0.7	4.4	4.2	3.6	3.8
1987	91.4	92.0	93.4	94.0	1.4	.7	1.5	.6	3.9	3.5	4.4	4.3
1988	95.0	95.9	97.1	98.0	1.1	.9	1.3	.9	3.9	4.2	4.0	4.3
1989	99.2	100.0	101.2	102.1	1.2	.8	1.2	.9	4.4	4.3	4.2	4.2
1990	103.7	104.8	–	–	1.6	1.1	–	–	4.5	4.8	–	–
Professional specialty and technical occupations:												
1975	–	–	42.4	43.1	–	–	–	1.7	–	–	–	–
1976	43.7	44.2	45.0	45.8	1.4	1.1	1.8	1.8	–	–	6.1	6.3
1977	46.5	47.2	48.1	48.8	1.5	1.5	1.9	1.5	6.4	6.8	6.9	6.6
1978	49.6	50.3	51.3	52.1	1.6	1.4	2.0	1.6	6.7	6.6	6.7	6.8
1979	53.1	53.7	55.2	56.7	1.9	1.1	2.8	2.7	7.1	6.8	7.6	8.8
1980	58.6	59.7	61.3	62.7	3.4	1.9	2.7	2.3	10.4	11.2	11.1	10.6
1981	64.6	65.7	67.9	69.4	3.0	1.7	3.3	2.2	10.2	10.1	10.8	10.7
1982	71.0	71.9	73.5	74.2	2.3	1.3	2.2	1.0	9.9	9.4	8.2	6.9
1983	75.5	76.2	78.8	79.2	1.8	.9	3.4	.5	6.3	6.0	7.2	6.7
1984	80.3	81.4	82.3	83.7	1.4	1.4	1.1	1.7	6.4	6.8	4.4	5.7
1985	84.0	84.6	86.3	86.5	.4	.7	2.0	.2	4.6	3.9	4.9	3.3
1986	87.2	88.1	89.0	89.7	.8	1.0	1.0	.8	3.8	4.1	3.1	3.7
1987	91.0	91.5	92.8	93.8	1.4	.5	1.4	1.1	4.4	3.9	4.3	4.6
1988	94.7	95.9	97.4	97.9	1.0	1.3	1.6	.5	4.1	4.8	5.0	4.4
1989	99.3	100.0	101.6	102.5	1.4	.7	1.6	.9	4.9	4.3	4.3	4.7
1990	104.1	104.8	–	–	1.6	.7	–	–	4.8	4.8	–	–
Executive, administrative, and managerial occupations:												
1975	–	–	45.9	46.4	–	–	–	1.1	–	–	–	–
1976	47.0	48.1	48.5	49.0	1.3	2.3	.8	1.0	–	–	5.7	5.6
1977	50.0	51.1	51.7	52.1	2.0	2.2	1.2	.8	6.4	6.2	6.6	6.3
1978	53.3	54.2	55.0	55.8	2.3	1.7	1.5	1.5	6.6	6.1	6.4	7.1
1979	57.2	58.0	59.1	59.9	2.5	1.4	1.9	1.4	7.3	7.0	7.5	7.3
1980	61.5	62.5	63.5	64.3	2.7	1.6	1.6	1.3	7.5	7.8	7.4	7.3
1981	66.9	67.9	69.0	69.8	4.0	1.5	1.6	1.2	8.8	8.6	8.7	8.6
1982	71.8	72.8	73.7	74.2	2.9	1.4	1.2	.7	7.3	7.2	6.8	6.3
1983	76.0	77.4	77.9	78.5	2.4	1.8	.6	.8	5.8	6.3	5.7	5.8
1984	80.1	80.9	82.1	83.0	2.0	1.0	1.5	1.1	5.4	4.5	5.4	5.7
1985	84.0	85.9	86.7	87.2	1.2	2.3	.9	.6	4.9	6.2	5.6	5.1
1986	88.6	89.7	89.9	90.6	1.6	1.2	.2	.8	5.5	4.4	3.7	3.9
1987	92.1	92.6	94.1	94.5	1.7	.5	1.6	.4	4.0	3.2	4.7	4.3
1988	95.0	95.9	96.7	98.0	.5	.9	.8	1.3	3.1	3.6	2.8	3.7
1989	99.3	100.0	100.8	101.5	1.3	.7	.8	.7	4.5	4.3	4.2	3.6
1990	103.3	104.9	–	–	1.8	1.5	–	–	4.0	4.9	–	–
Sales occupations:												
1977	50.5	51.3	52.2	54.3	–	1.6	1.8	4.0	–	–	–	–
1978	54.5	57.4	58.8	58.9	.4	5.3	2.4	.2	7.9	11.9	12.6	8.5
1979	58.8	61.2	61.6	64.1	-.2	4.1	.7	4.1	7.9	6.6	4.8	8.8
1980	63.8	65.4	66.5	68.3	-.5	2.5	1.7	2.7	8.5	6.9	8.0	6.6
1981	69.4	72.1	70.7	73.5	1.6	3.9	-1.9	4.0	8.8	10.2	6.3	7.6
1982	73.7	73.4	75.3	76.6	.3	-.4	2.6	1.7	6.2	1.8	6.5	4.2
1983	76.2	77.2	78.2	80.2	-.5	1.3	1.3	2.6	3.4	5.2	3.9	4.7
1984	79.5	80.7	79.7	80.5	-.9	1.5	-1.2	1.0	4.3	4.5	1.9	.4
1985	83.9	84.6	86.0	88.3	4.2	.8	1.7	2.7	5.5	4.8	7.9	9.7
1986	88.2	89.6	90.3	90.1	-.1	1.6	.8	-.2	5.1	5.9	5.0	2.0
1987	91.3	91.6	91.6	90.9	1.3	.3	.0	-.8	3.5	2.2	1.4	.9
1988	91.9	94.3	94.8	96.9	1.1	2.6	.5	2.2	.7	2.9	3.5	6.6
1989	98.6	100.0	102.1	103.7	1.8	1.4	2.1	1.6	7.3	6.0	7.7	7.0
1990	103.3	105.3	–	–	-.4	1.9	–	–	4.8	5.3	–	–
Administrative support including clerical occupations:												
1975	–	–	43.7	44.4	–	–	–	1.6	–	–	–	–
1976	45.5	46.0	46.9	47.6	2.5	1.1	2.0	1.5	–	–	7.3	7.2
1977	48.4	49.0	50.0	50.9	1.7	1.2	2.0	1.8	6.4	6.5	6.8	6.9

See footnotes at end of table.

Table 6. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-90—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
					3 months ended--				12 months ended--			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
Administrative support including clerical occupations:—Continued												
1978	52.0	52.8	53.7	54.4	2.2	1.5	1.7	1.3	7.4	7.8	7.4	6.9
1979	55.9	56.6	58.3	59.5	2.8	1.3	3.0	2.1	7.5	7.2	8.6	9.4
1980	61.3	62.3	63.6	64.9	3.0	1.6	2.1	2.0	9.7	10.1	9.1	9.1
1981	66.9	67.8	69.7	70.7	3.1	1.3	2.8	1.4	9.1	8.8	9.6	8.9
1982	72.6	73.5	74.8	75.7	2.7	1.2	1.8	1.2	8.5	8.4	7.3	7.1
1983	76.9	77.7	79.2	80.3	1.6	1.0	1.9	1.4	5.9	5.7	5.9	6.1
1984	81.3	81.9	82.8	83.4	1.2	.7	1.1	.7	5.7	5.4	4.5	3.9
1985	84.6	85.2	86.2	86.8	1.4	.7	1.2	.7	4.1	4.0	4.1	4.1
1986	87.9	88.7	89.3	90.0	1.3	.9	.7	.8	3.9	4.1	3.6	3.7
1987	91.1	91.9	93.0	93.7	1.2	.9	1.2	.8	3.6	3.6	4.1	4.1
1988	95.1	95.8	97.2	97.8	1.5	.7	1.5	.6	4.4	4.2	4.5	4.4
1989	99.1	100.0	101.1	102.2	1.3	.9	1.1	1.1	4.2	4.4	4.0	4.5
1990	103.6	104.7	–	–	1.4	1.1	–	–	4.5	4.7	–	–
Blue-collar occupations:												
1975	–	–	46.2	47.0	–	–	–	1.7	–	–	–	–
1976	48.1	49.0	49.9	50.8	2.3	1.9	1.8	1.8	–	–	8.0	8.1
1977	51.7	52.8	53.8	54.7	1.8	2.1	1.9	1.7	7.5	7.8	7.8	7.7
1978	55.7	56.9	58.1	59.2	1.8	2.2	2.1	1.9	7.7	7.8	8.0	8.2
1979	60.3	61.7	62.9	64.5	1.9	2.3	1.9	2.5	8.3	8.4	8.3	9.0
1980	66.0	67.7	69.3	70.7	2.3	2.6	2.4	2.0	9.5	9.7	10.2	9.6
1981	72.2	73.9	75.6	76.7	2.1	2.4	2.3	1.5	9.4	9.2	9.1	8.5
1982	77.8	78.7	80.1	81.0	1.4	1.2	1.8	1.1	7.8	6.5	6.0	5.6
1983	81.8	82.6	83.4	84.1	1.0	1.0	1.0	.8	5.1	5.0	4.1	3.8
1984	85.0	85.6	86.2	87.1	1.1	.7	.7	1.0	3.9	3.6	3.4	3.6
1985	88.0	88.8	89.9	90.1	1.0	.9	1.2	.2	3.5	3.7	4.3	3.4
1986	90.9	91.4	91.9	92.4	.9	.6	.5	.5	3.3	2.9	2.2	2.6
1987	92.8	93.5	94.3	95.2	.4	.8	.9	1.0	2.1	2.3	2.6	3.0
1988	95.9	96.8	97.4	98.2	.7	.9	.6	.8	3.3	3.5	3.3	3.2
1989	99.0	100.0	101.0	101.6	.8	1.0	1.0	.6	3.2	3.3	3.7	3.5
1990	102.7	103.8	–	–	1.1	1.1	–	–	3.7	3.8	–	–
Precision production, craft, and repair occupations:												
1975	–	–	46.0	46.8	–	–	–	1.7	–	–	–	–
1976	47.7	48.7	49.6	50.4	1.9	2.1	1.8	1.6	–	–	7.8	7.7
1977	51.4	52.3	53.6	54.4	2.0	1.8	2.5	1.5	7.8	7.4	8.1	7.9
1978	55.2	56.5	57.8	58.6	1.5	2.4	2.3	1.4	7.4	8.0	7.8	7.7
1979	59.9	61.1	62.5	63.7	2.2	2.0	2.3	1.9	8.5	8.1	8.1	8.7
1980	64.8	66.3	68.2	69.7	1.7	2.3	2.9	2.2	8.2	8.5	9.1	9.4
1981	71.0	72.6	74.7	75.7	1.9	2.3	2.9	1.3	9.6	9.5	9.5	8.6
1982	77.1	78.1	79.5	80.7	1.8	1.3	1.8	1.5	8.6	7.6	6.4	6.6
1983	81.4	82.3	82.9	83.7	.9	1.1	.7	1.0	5.6	5.4	4.3	3.7
1984	84.5	85.1	85.6	86.6	1.0	.7	.6	1.2	3.8	3.4	3.3	3.5
1985	87.7	88.5	89.8	89.8	1.3	.9	1.5	.0	3.8	4.0	4.9	3.7
1986	90.9	91.2	91.9	92.5	1.2	.3	.8	.7	3.6	3.1	2.3	3.0
1987	92.8	93.5	94.5	95.1	.3	.8	1.1	.6	2.1	2.5	2.8	2.8
1988	95.9	96.8	97.2	97.9	.8	.9	.4	.7	3.3	3.5	2.9	2.9
1989	98.8	100.0	101.0	101.6	.9	1.2	1.0	.6	3.0	3.3	3.9	3.8
1990	102.5	103.6	–	–	.9	1.1	–	–	3.7	3.6	–	–
Machine operators, assemblers, and inspectors:												
1975	–	–	45.2	46.2	–	–	–	2.2	–	–	–	–
1976	47.5	47.9	48.9	50.3	2.8	.8	2.1	2.9	–	–	8.2	8.9
1977	51.1	51.9	52.8	53.9	1.6	1.6	1.7	2.1	7.6	8.4	8.0	7.2
1978	55.2	56.0	57.1	58.4	2.4	1.4	2.0	2.3	8.0	7.9	8.1	8.3
1979	59.5	60.8	61.9	63.7	1.9	2.2	1.8	2.9	7.8	8.6	8.4	9.1
1980	65.8	67.3	68.9	70.3	3.3	2.3	2.4	2.0	10.6	10.7	11.3	10.4
1981	72.0	73.6	75.1	76.6	2.4	2.2	2.0	2.0	9.4	9.4	9.0	9.0
1982	77.6	78.4	79.7	80.4	1.3	1.0	1.7	.9	7.8	6.5	6.1	5.0
1983	80.9	81.8	82.6	83.6	.6	1.1	1.0	1.2	4.3	4.3	3.6	4.0
1984	84.5	85.2	85.8	86.8	1.1	.8	.7	1.2	4.4	4.2	3.9	3.8
1985	87.5	88.4	89.1	89.5	.8	1.0	.8	.4	3.6	3.8	3.8	3.1
1986	90.2	90.9	91.3	91.9	.8	.8	.4	.7	3.1	2.8	2.5	2.7

See footnotes at end of table.

Table 6. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-90—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
					3 months ended--				12 months ended--			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
Machine operators, assemblers, and inspectors:												
1987	92.3	93.2	93.8	95.1	0.4	1.0	0.6	1.4	2.3	2.5	2.7	3.5
1988	95.6	96.5	97.1	98.1	.5	.9	.6	1.0	3.6	3.5	3.5	3.2
1989	99.0	100.0	100.6	101.6	.9	1.0	.6	1.0	3.6	3.6	3.6	3.6
1990	103.0	104.2	-	-	1.4	1.2	-	-	4.0	4.2	-	-
Transportation and material moving occupations:												
1975	-	-	48.6	49.4	-	-	-	1.6	-	-	-	-
1976	50.0	52.2	52.6	53.0	1.2	4.4	.8	.8	-	-	8.2	7.3
1977	53.2	55.4	55.3	56.9	.4	4.1	1.6	1.1	6.4	6.1	7.0	7.4
1978	57.7	60.2	61.1	62.1	1.4	4.3	1.5	1.6	8.5	8.7	8.5	9.1
1979	63.0	65.2	66.8	68.5	1.4	3.5	2.5	2.5	9.2	8.3	9.3	10.3
1980	69.2	71.6	72.6	74.0	1.0	3.5	1.4	1.9	9.8	9.8	8.7	8.0
1981	75.2	77.7	78.5	79.8	1.6	3.3	1.0	1.7	8.7	8.5	8.1	7.8
1982	80.2	80.9	82.4	83.1	.5	.9	1.9	.8	6.6	4.1	5.0	4.1
1983	83.9	85.7	86.0	85.6	1.0	2.1	.4	-.5	4.6	5.9	4.4	3.0
1984	86.8	87.6	88.1	88.6	1.4	.9	.6	.6	3.5	2.2	2.4	3.5
1985	89.0	89.9	91.5	91.5	.5	1.0	1.8	.0	2.5	2.6	3.9	3.3
1986	91.7	92.4	93.1	93.3	.2	.8	.8	.2	3.0	2.8	1.7	2.0
1987	93.6	94.4	95.0	95.5	.3	.9	.6	.5	2.1	2.2	2.0	2.4
1988	96.1	97.4	98.4	98.6	.6	1.4	1.0	.2	2.7	3.2	3.6	3.2
1989	99.3	100.0	101.2	101.2	.7	.7	1.2	.0	3.3	2.7	2.8	2.6
1990	102.0	103.1	-	-	.8	1.1	-	-	2.7	3.1	-	-
Handlers, equipment cleaners, helpers, and laborers:												
1975	-	-	47.1	48.3	-	-	-	2.5	-	-	-	-
1976	49.2	50.2	50.8	52.0	1.9	2.0	1.2	2.4	-	-	7.9	7.7
1977	52.9	54.4	55.2	55.9	1.7	2.8	1.5	1.3	7.5	8.4	8.7	7.5
1978	57.3	58.5	59.5	60.9	2.5	2.1	1.7	2.4	8.3	7.5	7.8	8.9
1979	61.9	63.4	64.5	66.4	1.6	2.4	1.7	2.9	8.0	8.4	8.4	9.0
1980	68.1	69.8	71.4	72.7	2.6	2.5	2.3	1.8	10.0	10.1	10.7	9.5
1981	74.1	76.0	77.1	78.5	1.9	2.6	1.4	1.8	8.8	8.9	8.0	8.0
1982	79.1	79.9	80.9	81.9	.8	1.0	1.3	1.2	6.7	5.1	4.9	4.3
1983	82.8	83.4	84.2	85.2	1.1	.7	1.0	1.2	4.7	4.4	4.1	4.0
1984	85.8	86.7	87.2	88.1	.7	1.0	.6	1.0	3.6	4.0	3.6	3.4
1985	88.7	90.0	90.1	91.0	.7	1.5	.1	1.0	3.4	3.8	3.3	3.3
1986	91.2	91.4	91.9	92.2	.2	.2	.5	.3	2.8	1.6	2.0	1.3
1987	92.6	93.2	94.0	95.0	.4	.6	.9	1.1	1.5	2.0	2.3	3.0
1988	96.3	96.9	97.6	98.3	1.4	.6	.7	.7	4.0	4.0	3.8	3.5
1989	99.1	100.0	101.1	102.0	.8	.9	1.1	.9	2.9	3.2	3.6	3.8
1990	103.0	104.4	-	-	1.0	1.4	-	-	3.9	4.4	-	-
Service occupations:												
1975	-	-	45.1	46.6	-	-	-	3.3	-	-	-	-
1976	47.5	49.0	49.2	50.2	1.9	3.2	.4	2.0	-	-	9.1	7.7
1977	50.9	52.0	52.9	53.4	1.4	2.2	1.7	.9	7.2	6.1	7.5	6.4
1978	55.4	56.4	57.7	58.1	3.7	1.8	2.3	.7	8.8	8.5	9.1	8.8
1979	60.0	60.5	61.2	62.2	3.3	.8	1.2	1.6	8.3	7.3	6.1	7.1
1980	64.4	65.2	66.3	67.3	3.5	1.2	1.7	1.5	7.3	7.8	8.3	8.2
1981	70.4	71.0	72.2	72.9	4.6	.9	1.7	1.0	9.3	8.9	8.9	8.3
1982	75.7	76.6	77.6	79.1	3.8	1.2	1.3	1.9	7.5	7.9	7.5	8.5
1983	80.1	80.6	80.7	82.7	1.3	.6	.1	2.5	5.8	5.2	4.0	4.6
1984	85.0	84.7	86.0	87.8	2.8	-.4	1.5	2.1	6.1	5.1	6.6	6.2
1985	87.9	88.3	89.6	89.9	.1	.5	1.5	.3	3.4	4.3	4.2	2.4
1986	90.8	90.8	91.5	92.3	1.0	.0	.8	.9	3.3	2.8	2.1	2.7
1987	93.3	93.6	94.1	94.5	1.1	.3	.5	.4	2.8	3.1	2.8	2.4
1988	95.5	96.4	97.7	98.7	1.1	.9	1.3	1.0	2.4	3.0	3.8	4.4
1989	99.4	100.0	100.9	102.3	.7	.6	.9	1.4	4.1	3.7	3.3	3.6
1990	103.1	104.2	-	-	.8	1.1	-	-	3.7	4.2	-	-
Production and nonsupervisory occupations:[2]												
1975	-	-	44.7	45.7	-	-	-	2.2	-	-	-	-
1976	46.6	47.3	48.1	49.0	2.0	1.5	1.7	1.9	-	-	7.6	7.2

See footnotes at end of table.

Table 6. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-90—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
					3 months ended--				12 months ended--			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
Production and nonsupervisory occupations:[2]—Continued												
1977	49.7	50.6	51.5	52.5	1.4	1.8	1.8	1.9	6.7	7.0	7.1	7.1
1978	53.5	54.7	55.9	56.6	1.9	2.2	2.2	1.3	7.6	8.1	8.5	7.8
1979	57.7	58.9	60.2	61.7	1.9	2.1	2.2	2.5	7.9	7.7	7.7	9.0
1980	63.1	64.5	66.1	67.5	2.3	2.2	2.5	2.1	9.4	9.5	9.8	9.4
1981	69.2	70.7	72.2	73.6	2.5	2.2	2.1	1.9	9.7	9.6	9.2	9.0
1982	74.8	75.6	77.1	78.2	1.6	1.1	2.0	1.4	8.1	6.9	6.8	6.3
1983	78.9	79.7	81.0	82.0	.9	1.0	1.6	1.2	5.5	5.4	5.1	4.9
1984	82.9	83.6	84.1	85.2	1.1	.8	.6	1.3	5.1	4.9	3.8	3.9
1985	86.0	86.8	88.1	88.6	.9	.9	1.5	.6	3.7	3.8	4.8	4.0
1986	89.3	89.9	90.5	91.0	.8	.7	.7	.6	3.8	3.6	2.7	2.7
1987	91.9	92.5	93.4	93.9	1.0	.7	1.0	.5	2.9	2.9	3.2	3.2
1988	94.8	96.0	97.0	97.9	1.0	1.3	1.0	.9	3.2	3.8	3.9	4.3
1989	99.0	100.0	101.3	102.2	1.1	1.0	1.3	.9	4.4	4.2	4.4	4.4
1990	103.2	104.3	-	-	1.0	1.1	-	-	4.2	4.3	-	-
Goods-producing industries:[3]												
1975	-	-	45.9	46.9	-	-	-	2.2	-	-	-	-
1976	47.7	48.5	49.5	50.4	1.7	1.7	2.1	1.8	-	-	7.8	7.5
1977	51.3	52.3	53.4	54.3	1.8	1.9	2.1	1.7	7.5	7.8	7.9	7.7
1978	55.3	56.3	57.4	58.8	1.8	1.8	2.0	2.4	7.8	7.6	7.5	8.3
1979	59.8	60.9	62.0	63.7	1.7	1.8	1.8	2.7	8.1	8.2	8.0	8.3
1980	65.3	66.7	68.2	69.7	2.5	2.1	2.2	2.2	9.2	9.5	10.0	9.4
1981	71.2	72.8	74.4	75.7	2.2	2.2	2.2	1.7	9.0	9.1	9.1	8.6
1982	77.1	77.9	79.3	80.0	1.8	1.0	1.8	.9	8.3	7.0	6.6	5.7
1983	80.8	81.6	82.4	83.2	1.0	1.0	1.0	1.0	4.8	4.7	3.9	4.0
1984	84.1	84.7	85.5	86.4	1.1	.7	.9	1.1	4.1	3.8	3.8	3.8
1985	87.5	88.4	89.0	89.4	1.3	1.0	.7	.4	4.0	4.4	4.1	3.5
1986	90.4	91.3	91.8	92.3	1.1	1.0	.5	.5	3.3	3.3	3.1	3.2
1987	92.8	93.4	94.3	95.2	.5	.6	1.0	1.0	2.7	2.3	2.7	3.1
1988	96.1	96.9	97.5	98.2	.9	.8	.6	.7	3.6	3.7	3.4	3.2
1989	99.1	100.0	101.0	102.0	.9	.9	1.0	1.0	3.1	3.2	3.6	3.9
1990	103.1	104.2	-	-	1.1	1.1	-	-	4.0	4.2	-	-
Goods-producing industries excluding sales occupations:												
1975	-	-	45.9	46.8	-	-	-	2.0	-	-	-	-
1976	47.6	48.4	49.3	50.3	1.7	1.7	1.9	2.0	-	-	7.4	7.5
1977	51.2	52.2	53.2	54.1	1.8	2.0	1.9	1.7	7.6	7.9	7.9	7.6
1978	55.2	56.2	57.3	58.6	2.0	1.8	2.0	2.3	7.8	7.7	7.7	8.3
1979	59.6	60.7	61.9	63.5	1.7	1.8	2.0	2.6	8.0	8.0	8.0	8.4
1980	65.2	66.7	68.2	69.6	2.7	2.3	2.2	2.1	9.4	9.9	10.2	9.6
1981	71.1	72.8	74.5	75.8	2.2	2.4	2.3	1.7	9.0	9.1	9.2	8.9
1982	77.1	78.0	79.3	80.1	1.7	1.2	1.7	1.0	8.4	7.1	6.4	5.7
1983	80.9	81.6	82.5	83.3	1.0	.9	1.1	1.0	4.9	4.6	4.0	4.0
1984	84.3	84.9	85.7	86.5	1.2	.7	.9	.9	4.2	4.0	3.9	3.8
1985	87.5	88.4	89.1	89.5	1.2	1.0	.8	.4	3.8	4.1	4.0	3.5
1986	90.4	91.2	91.8	92.2	1.0	.9	.7	.4	3.3	3.2	3.0	3.0
1987	92.9	93.4	94.3	95.2	.8	.5	1.0	1.0	2.8	2.4	2.7	3.3
1988	95.9	96.9	97.4	98.2	.7	1.0	.5	.8	3.2	3.7	3.3	3.2
1989	99.1	100.0	101.0	102.0	.9	.9	1.0	1.0	3.3	3.2	3.7	3.9
1990	103.0	104.2	-	-	1.0	1.2	-	-	3.9	4.2	-	-
Goods-producing industries, white-collar occupations:												
1987	-	92.9	94.0	94.9	-	-	1.2	1.0	-	-	-	-
1988	96.2	96.9	97.6	98.3	1.4	.7	.7	.7	-	4.3	3.8	3.6
1989	99.2	100.0	101.0	101.9	.9	.8	1.0	.9	3.1	3.2	3.5	3.7
1990	103.5	104.6	-	-	1.6	1.1	-	-	4.3	4.6	-	-
Goods-producing industries, white-collar occupations excluding sales:												
1987	-	92.9	93.9	94.8	-	-	1.1	1.0	-	-	-	-
1988	96.0	96.9	97.6	98.2	1.3	.9	.7	.6	-	4.3	3.9	3.6
1989	99.2	100.0	101.0	102.0	1.0	.8	1.0	1.0	3.3	3.2	3.5	3.9
1990	103.3	104.4	-	-	1.3	1.1	-	-	4.1	4.4	-	-

See footnotes at end of table.

Table 6. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-90—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
					3 months ended--				12 months ended--			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
Goods-producing industries, blue-collar occupations:												
1987	–	93.6	94.4	95.3	–	–	0.9	1.0	–	–	–	–
1988	95.9	96.9	97.3	98.1	0.6	1.0	.4	.8	–	3.5	3.1	2.9
1989	99.0	100.0	101.0	101.9	.9	1.0	1.0	.9	3.2	3.2	3.8	3.9
1990	102.9	104.1	–	–	1.0	1.2	–	–	3.9	4.1	–	–
Goods-producing industries, service occupations:												
1987	–	94.0	95.0	96.1	–	–	1.1	1.2	–	–	–	–
1988	96.4	96.8	96.9	97.8	.3	.4	.1	.9	–	3.0	2.0	1.8
1989	99.0	100.0	100.7	101.9	1.2	1.0	.7	1.2	2.7	3.3	3.9	4.2
1990	102.7	103.0	–	–	.8	.3	–	–	3.7	3.0	–	–
Contract construction:												
1976	50.9	52.5	53.9	54.4	–	3.1	2.7	.9	–	–	–	–
1977	54.9	56.2	57.2	58.0	.9	2.4	1.8	1.4	7.9	7.0	6.1	6.6
1978	58.7	60.4	61.9	62.5	1.2	2.9	2.5	1.0	6.9	7.5	8.2	7.8
1979	63.3	65.0	66.3	67.0	1.3	2.7	2.0	1.1	7.8	7.6	7.1	7.2
1980	67.9	69.8	71.8	72.9	1.3	2.8	2.9	1.5	7.3	7.4	8.3	8.8
1981	74.2	76.0	78.3	79.3	1.8	2.4	3.0	1.3	9.3	8.9	9.1	8.8
1982	80.5	81.5	82.9	83.4	1.5	1.2	1.7	.6	8.5	7.2	5.9	5.2
1983	83.9	85.2	85.3	85.8	.6	1.5	.1	.6	4.2	4.5	2.9	2.9
1984	86.1	86.6	86.9	86.9	.3	.6	.3	.0	2.6	1.6	1.9	1.3
1985	87.8	88.6	89.1	89.6	1.0	.9	.6	.6	2.0	2.3	2.5	3.1
1986	89.9	91.0	91.6	91.8	.3	1.2	.7	.2	2.4	2.7	2.8	2.5
1987	92.5	93.2	94.1	94.8	.8	.8	1.0	.7	2.9	2.4	2.7	3.3
1988	95.7	97.0	97.7	98.3	.9	1.4	.7	.6	3.5	4.1	3.8	3.7
1989	99.1	100.0	101.1	101.7	.8	.9	1.1	.6	3.6	3.1	3.5	3.5
1990	102.0	102.9	–	–	.3	.9	–	–	2.9	2.9	–	–
Manufacturing:												
1975	–	–	45.3	46.3	–	–	–	2.2	–	–	–	–
1976	47.1	47.8	48.7	49.7	1.7	1.5	1.9	2.1	–	–	7.5	7.3
1977	50.6	51.5	52.7	53.6	1.8	1.8	2.3	1.7	7.4	7.7	8.2	7.8
1978	54.7	55.5	56.6	58.1	2.1	1.5	2.0	2.7	8.1	7.8	7.4	8.4
1979	59.1	60.1	61.2	63.0	1.7	1.7	1.8	2.9	8.0	8.3	8.1	8.4
1980	64.8	66.1	67.4	68.9	2.9	2.0	2.0	2.2	9.6	10.0	10.1	9.4
1981	70.5	72.0	73.6	74.9	2.3	2.1	2.2	1.8	8.8	8.9	9.2	8.7
1982	76.3	77.1	78.4	79.1	1.9	1.0	1.7	.9	8.2	7.1	6.5	5.6
1983	80.0	80.7	81.6	82.5	1.1	.9	1.1	1.1	4.8	4.7	4.1	4.3
1984	83.4	84.1	85.0	86.1	1.1	.8	1.1	1.3	4.3	4.2	4.2	4.4
1985	87.2	88.1	88.8	89.2	1.3	1.0	.8	.5	4.6	4.8	4.5	3.6
1986	90.3	91.1	91.6	92.1	1.2	.9	.5	.5	3.6	3.4	3.2	3.3
1987	92.7	93.3	94.2	95.2	.7	.6	1.0	1.1	2.7	2.4	2.8	3.4
1988	96.0	96.8	97.3	98.1	.8	.8	.5	.8	3.6	3.8	3.3	3.0
1989	99.0	100.0	100.9	101.9	.9	1.0	.9	1.0	3.1	3.3	3.7	3.9
1990	103.3	104.5	–	–	1.4	1.2	–	–	4.3	4.5	–	–
Manufacturing, white-collar occupations:												
1987	–	93.0	94.0	95.0	–	–	1.1	1.1	–	–	–	–
1988	96.2	96.9	97.5	98.2	1.3	.7	.6	.7	–	4.2	3.7	3.4
1989	99.2	100.0	100.9	101.8	1.0	.8	.9	.9	3.1	3.2	3.5	3.7
1990	103.7	104.7	–	–	1.9	1.0	–	–	4.5	4.7	–	–
Manufacturing, white-collar occupations excluding sales:												
1987	–	92.9	93.9	94.8	–	–	1.1	1.0	–	–	–	–
1988	96.0	96.8	97.4	98.0	1.3	.8	.6	.6	–	4.2	3.7	3.4
1989	99.1	100.0	100.9	101.9	1.1	.9	.9	1.0	3.2	3.3	3.6	4.0
1990	103.4	104.4	–	–	1.5	1.0	–	–	4.3	4.4	–	–
Manufacturing, blue-collar occupations:												
1987	–	93.5	94.4	95.4	–	–	1.0	1.1	–	–	–	–
1988	96.0	96.8	97.2	98.1	.6	.8	.4	.9	–	3.5	3.0	2.8

See footnotes at end of table.

Table 6. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-90—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
					3 months ended--				12 months ended--			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
Manufacturing, blue-collar occupations:—Continued												
1989	98.9	100.0	100.9	102.0	0.8	1.1	0.9	1.1	3.0	3.3	3.8	4.0
1990	103.1	104.4	–	–	1.1	1.3	–	–	4.2	4.4	–	–
Manufacturing, service occupations:												
1987	–	94.0	95.0	96.2	–	–	1.1	1.3	–	–	–	–
1988	96.4	97.0	97.2	98.1	.2	.6	.2	.9	–	3.2	2.3	2.0
1989	98.9	100.0	100.7	102.0	.8	1.1	.7	1.3	2.6	3.1	3.6	4.0
1990	102.9	103.2	–	–	.9	.3	–	–	4.0	3.2	–	–
Manufacturing, durable goods:												
1976	–	–	48.6	49.8	–	–	–	2.5	–	–	–	–
1977	50.8	51.5	52.7	53.8	2.0	1.4	2.3	2.1	–	–	8.4	8.0
1978	54.7	55.6	56.7	58.3	1.7	1.6	2.0	2.8	7.7	8.0	7.6	8.4
1979	59.3	60.2	61.5	63.4	1.7	1.5	2.2	3.1	8.4	8.3	8.5	8.7
1980	65.0	66.4	68.1	69.7	2.5	2.2	2.6	2.3	9.6	10.3	10.7	9.9
1981	71.3	72.8	74.4	76.1	2.3	2.1	2.2	2.3	9.7	9.6	9.3	9.2
1982	77.4	78.2	79.4	80.3	1.7	1.0	1.5	1.1	8.6	7.4	6.7	5.5
1983	80.9	81.4	82.2	83.3	.7	.6	1.0	1.3	4.5	4.1	3.5	3.7
1984	84.3	84.9	85.7	86.7	1.2	.7	.9	1.2	4.2	4.3	4.3	4.1
1985	87.8	88.9	89.4	89.9	1.3	1.3	.6	.6	4.2	4.7	4.3	3.7
1986	90.9	91.6	92.1	92.6	1.1	.8	.5	.5	3.5	3.0	3.0	3.0
1987	93.0	93.7	94.5	95.5	.4	.8	.9	1.1	2.3	2.3	2.6	3.1
1988	96.2	96.9	97.4	98.0	.7	.7	.5	.6	3.4	3.4	3.1	2.6
1989	99.0	100.0	100.7	101.9	1.0	1.0	.7	1.2	2.9	3.2	3.4	4.0
1990	103.2	104.3	–	–	1.3	1.1	–	–	4.2	4.3	–	–
Aircraft and parts manufacturing (SIC 372):												
1988	–	–	–	98.6	–	–	–	–	–	–	–	–
1989	99.2	100.0	100.8	102.3	.6	.8	.8	1.5	–	–	–	3.8
1990	103.5	104.9	–	–	1.2	1.4	–	–	4.3	4.9	–	–
White-collar occupations:												
1988	–	–	–	98.6	–	–	–	–	–	–	–	–
1989	99.2	100.0	100.6	101.7	.6	.8	.6	1.1	–	–	–	3.1
1990	102.7	104.2	–	–	1.0	1.5	–	–	3.5	4.2	–	–
Professional specialty and technical occupations:												
1988	–	–	–	98.6	–	–	–	–	–	–	–	–
1989	99.2	100.0	100.4	101.2	.6	.8	.4	.8	–	–	–	2.6
1990	102.1	103.7	–	–	.9	1.6	–	–	2.9	3.7	–	–
Blue-collar occupations:												
1988	–	–	–	98.7	–	–	–	–	–	–	–	–
1989	99.4	100.0	101.0	103.2	.7	.6	1.0	2.2	–	–	–	4.6
1990	104.5	105.8	–	–	1.3	1.2	–	–	5.1	5.8	–	–
Precision production, craft, and repair occupations:												
1988	–	–	–	98.7	–	–	–	–	–	–	–	–
1989	99.4	100.0	100.9	102.5	.7	.6	.9	1.6	–	–	–	3.9
1990	103.6	105.5	–	–	1.1	1.8	–	–	4.2	5.5	–	–
Machine operators, assemblers, and inspectors:												
1988	–	–	–	98.6	–	–	–	–	–	–	–	–
1989	99.4	100.0	101.2	103.7	.8	.6	1.2	2.5	–	–	–	5.2
1990	105.4	106.2	–	–	1.6	.8	–	–	6.0	6.2	–	–
Aircraft manufacturing (SIC 3721):												
1988	–	–	–	98.8	–	–	–	–	–	–	–	–
1989	99.4	100.0	100.6	102.2	.6	.6	.6	1.6	–	–	–	3.4
1990	103.2	104.9	–	–	1.0	1.6	–	–	3.8	4.9	–	–

See footnotes at end of table.

Table 6. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-90—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
					3 months ended--				12 months ended--			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
White-collar occupations:												
1988	–	–	–	98.7	–	–	–	–	–	–	–	–
1989	99.3	100.0	100.4	101.5	0.6	0.7	0.4	1.1	–	–	–	2.8
1990	102.3	103.8	–	–	.8	1.5	–	–	3.0	3.8	–	–
Blue-collar occupations:												
1988	–	–	–	98.9	–	–	–	–	–	–	–	–
1989	99.6	100.0	100.9	103.3	.7	.4	.9	2.4	–	–	–	4.4
1990	104.6	106.7	–	–	1.3	2.0	–	–	5.0	6.7	–	–
Aircraft engines and parts manufacturing (SIC 3724):												
1988	–	–	–	98.7	–	–	–	–	–	–	–	–
1989	99.2	100.0	101.0	102.0	.5	.8	1.0	1.0	–	–	–	3.3
1990	103.0	104.0	–	–	1.0	1.0	–	–	3.8	4.0	–	–
Aircraft parts and equipment manufacturing, not elsewhere classified (SIC 3728):												
1988	–	–	–	98.2	–	–	–	–	–	–	–	–
1989	99.1	100.0	101.1	102.9	.9	.9	1.1	1.8	–	–	–	4.8
1990	104.7	105.8	–	–	1.7	1.1	–	–	5.7	5.8	–	–
Guided missiles and space vehicles manufacturing(SIC 3761):												
1988	–	–	–	98.8	–	–	–	–	–	–	–	–
1989	99.7	100.0	100.8	102.5	.9	.3	.8	1.7	–	–	–	3.7
1990	104.0	104.8	–	–	1.5	.8	–	–	4.3	4.8	–	–
Manufacturing, nondurable goods:												
1976	–	–	48.7	49.4	–	–	–	1.4	–	–	–	–
1977	50.4	51.5	52.5	53.4	2.0	2.2	1.9	1.7	–	–	7.8	8.1
1978	54.6	55.4	56.3	57.7	2.2	1.5	1.6	2.5	8.3	7.6	7.2	8.1
1979	58.6	59.9	60.6	62.2	1.6	2.2	1.2	2.6	7.3	8.1	7.6	7.8
1980	64.3	65.5	66.2	67.6	3.4	1.9	1.1	2.1	9.7	9.3	9.2	8.7
1981	69.1	70.6	72.0	72.8	2.2	2.2	2.0	1.1	7.5	7.8	8.8	7.7
1982	74.4	75.1	76.6	77.0	2.2	.9	2.0	.5	7.7	6.4	6.4	5.8
1983	78.3	79.3	80.4	80.9	1.7	1.3	1.4	.6	5.2	5.6	5.0	5.1
1984	81.8	82.7	83.8	84.9	1.1	1.1	1.3	1.3	4.5	4.3	4.2	4.9
1985	85.9	86.6	87.6	88.0	1.2	.8	1.2	.5	5.0	4.7	4.5	3.7
1986	89.1	90.3	90.7	91.3	1.3	1.3	.4	.7	3.7	4.3	3.5	3.8
1987	92.2	92.5	93.8	94.7	1.0	.3	1.4	1.0	3.5	2.4	3.4	3.7
1988	95.8	96.5	97.2	98.2	1.2	.7	.7	1.0	3.9	4.3	3.6	3.7
1989	99.0	100.0	101.1	101.8	.8	1.0	1.1	.7	3.3	3.6	4.0	3.7
1990	103.6	104.8	–	–	1.8	1.2	–	–	4.6	4.8	–	–
Service-producing industries:[4]												
1975	–	–	44.3	45.1	–	–	–	1.8	–	–	–	–
1976	46.0	46.8	47.3	48.2	2.0	1.7	1.1	1.9	–	–	6.8	6.9
1977	48.8	49.7	50.5	51.4	1.2	1.8	1.6	1.8	6.1	6.2	6.8	6.6
1978	52.3	53.6	54.7	55.1	1.8	2.5	2.1	.7	7.2	7.8	8.3	7.2
1979	56.3	57.4	58.8	60.0	2.2	2.0	2.4	2.0	7.6	7.1	7.5	8.9
1980	61.5	62.6	64.1	65.3	2.5	1.8	2.4	1.9	9.2	9.1	9.0	8.8
1981	67.4	68.6	69.8	71.1	3.2	1.8	1.7	1.9	9.6	9.6	8.9	8.9
1982	72.6	73.4	74.8	75.9	2.1	1.1	1.9	1.5	7.7	7.0	7.2	6.8
1983	76.9	77.8	79.2	80.2	1.3	1.2	1.8	1.3	5.9	6.0	5.9	5.7
1984	81.3	82.1	82.7	83.7	1.4	1.0	.7	1.2	5.7	5.5	4.4	4.4
1985	84.6	85.6	87.1	87.7	1.1	1.2	1.8	.7	4.1	4.3	5.3	4.8
1986	88.5	89.1	89.8	90.3	.9	.7	.8	.6	4.6	4.1	3.1	3.0
1987	91.5	92.1	93.1	93.4	1.3	.7	1.1	.3	3.4	3.4	3.7	3.4
1988	94.3	95.5	96.7	97.8	1.0	1.3	1.3	1.1	3.1	3.7	3.9	4.7
1989	99.1	100.0	101.4	102.2	1.3	.9	1.4	.8	5.1	4.7	4.9	4.5
1990	103.3	104.6	–	–	1.1	1.3	–	–	4.2	4.6	–	–

See footnotes at end of table.

Table 6. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-90—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
					3 months ended--				12 months ended--			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
Service-producing industries excluding sales occupations:												
1975	–	–	44.2	44.9	–	–	–	1.6	–	–	–	–
1976	45.8	46.6	47.2	47.9	2.0	1.7	1.3	1.5	–	–	6.8	6.7
1977	48.7	49.6	50.4	51.1	1.7	1.8	1.6	1.4	6.3	6.4	6.8	6.7
1978	52.2	53.2	54.2	54.7	2.2	1.9	1.9	.9	7.2	7.3	7.5	7.0
1979	56.1	57.0	58.4	59.6	2.6	1.6	2.5	2.1	7.5	7.1	7.7	9.0
1980	61.2	62.4	63.7	64.9	2.7	2.0	2.1	1.9	9.1	9.5	9.1	8.9
1981	67.1	68.1	69.8	70.8	3.4	1.5	2.5	1.4	9.6	9.1	9.6	9.1
1982	72.6	73.5	74.7	75.7	2.5	1.2	1.6	1.3	8.2	7.9	7.0	6.9
1983	77.1	78.1	79.4	80.2	1.8	1.3	1.7	1.0	6.2	6.3	6.3	5.9
1984	81.6	82.2	83.1	84.3	1.7	.7	1.1	1.4	5.8	5.2	4.7	5.1
1985	84.8	85.8	87.3	87.5	.6	1.2	1.7	.2	3.9	4.4	5.1	3.8
1986	88.5	89.0	89.7	90.4	1.1	.6	.8	.8	4.4	3.7	2.7	3.3
1987	91.5	92.2	93.5	94.0	1.2	.8	1.4	.5	3.4	3.6	4.2	4.0
1988	94.9	95.8	97.1	98.0	1.0	.9	1.4	.9	3.7	3.9	3.9	4.3
1989	99.2	100.0	101.2	101.8	1.2	.8	1.2	.6	4.5	4.4	4.2	3.9
1990	103.4	104.5	–	–	1.6	1.1	–	–	4.2	4.5	–	–
Service-producing industries, white-collar occupations:												
1987	–	91.6	92.6	92.9	–	–	1.1	.3	–	–	–	–
1988	93.7	95.1	96.3	97.5	.9	1.5	1.3	1.2	–	3.8	4.0	5.0
1989	99.0	100.0	101.5	102.5	1.5	1.0	1.5	1.0	5.7	5.2	5.4	5.1
1990	103.6	105.0	–	–	1.1	1.4	–	–	4.6	5.0	–	–
Service-producing industries, white-collar occupations excluding sales:												
1987	–	91.7	93.1	93.7	–	–	1.5	.6	–	–	–	–
1988	94.5	95.5	96.9	97.9	.9	1.1	1.5	1.0	–	4.1	4.1	4.5
1989	99.2	100.0	101.3	102.1	1.3	.8	1.3	.8	5.0	4.7	4.5	4.3
1990	103.8	105.0	–	–	1.7	1.2	–	–	4.6	5.0	–	–
Service-producing industries, blue-collar occupations:												
1987	–	93.2	94.1	94.8	–	–	1.0	.7	–	–	–	–
1988	95.9	96.7	97.5	98.0	1.2	.8	.8	.5	–	3.8	3.6	3.4
1989	99.0	100.0	100.9	100.9	1.0	1.0	.9	.0	3.2	3.4	3.5	3.0
1990	102.1	103.3	–	–	1.2	1.2	–	–	3.1	3.3	–	–
Service-producing industries, service occupations:												
1987	–	93.6	94.1	94.4	–	–	.5	.3	–	–	–	–
1988	95.3	96.3	97.7	98.8	1.0	1.0	1.5	1.1	–	2.9	3.8	4.7
1989	99.4	100.0	100.8	102.3	.6	.6	.8	1.5	4.3	3.8	3.2	3.5
1990	103.2	104.3	–	–	.9	1.1	–	–	3.8	4.3	–	–
Transportation and public utilities:												
1975	–	–	44.3	45.5	–	–	–	2.7	–	–	–	–
1976	46.4	47.7	48.3	49.4	2.0	2.8	1.3	2.3	–	–	9.0	8.6
1977	50.3	51.8	52.9	54.0	1.8	3.0	2.1	2.1	8.4	8.6	9.5	9.3
1978	54.8	55.9	57.1	58.1	1.5	2.0	2.1	1.8	8.9	7.9	7.9	7.6
1979	59.6	60.6	62.3	63.6	2.6	1.7	2.8	2.1	8.8	8.4	9.1	9.5
1980	65.2	66.7	68.8	70.7	2.5	2.3	3.1	2.8	9.4	10.1	10.4	11.2
1981	72.2	73.9	75.4	76.6	2.1	2.4	2.0	1.6	10.7	10.8	9.6	8.3
1982	78.1	79.0	80.9	82.1	2.0	1.2	2.4	1.5	8.2	6.9	7.3	7.2
1983	83.4	84.8	85.5	86.3	1.6	1.7	.8	.9	6.8	7.3	5.7	5.1
1984	87.6	88.2	88.6	89.2	1.5	.7	.5	.7	5.0	4.0	3.6	3.4
1985	89.9	90.8	92.2	92.5	.8	1.0	1.5	.3	2.6	2.9	4.1	3.7
1986	93.3	93.6	94.1	94.2	.9	.3	.5	.1	3.8	3.1	2.1	1.8
1987	94.7	95.6	96.1	96.2	.5	1.0	.5	.1	1.5	2.1	2.1	2.1
1988	97.0	97.9	98.7	98.6	.8	.9	.8	-.1	2.4	2.4	2.7	2.5
1989	99.5	100.0	100.7	101.2	.9	.5	.7	.5	2.6	2.1	2.0	2.6
1990	102.6	103.2	–	–	1.4	.6	–	–	3.1	3.2	–	–

See footnotes at end of table.

Table 6. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-90—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
					3 months ended--				12 months ended--			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
Transportation:												
1985	91.2	92.2	93.6	93.5	–	1.1	1.5	-0.1	–	–	–	–
1986	94.5	94.5	95.0	94.7	1.1	.0	.5	-.3	3.6	2.5	1.5	1.3
1987	94.9	96.1	96.5	96.3	.2	1.3	.4	-.2	.4	1.7	1.6	1.7
1988	97.1	98.2	99.0	98.7	.8	1.1	.8	-.3	2.3	2.2	2.6	2.5
1989	99.4	100.0	100.6	100.7	.7	.6	.6	.1	2.4	1.8	1.6	2.0
1990	102.3	102.3	–	–	1.6	.0	–	–	2.9	2.3	–	–
Public utilities:												
1985	88.4	89.0	90.6	91.5	–	.7	1.8	1.0	–	–	–	–
1986	92.0	92.7	93.1	93.8	.5	.8	.4	.8	4.1	4.2	2.8	2.5
1987	94.4	95.1	95.7	96.2	.6	.7	.6	.5	2.6	2.6	2.8	2.6
1988	97.0	97.6	98.3	98.7	.8	.6	.7	.4	2.8	2.6	2.7	2.6
1989	99.5	100.0	101.1	101.8	.8	.5	1.1	.7	2.6	2.5	2.8	3.1
1990	103.0	104.1	–	–	1.2	1.1	–	–	3.5	4.1	–	–
Communications:												
1987	–	–	96.4	97.1	–	–	–	.7	–	–	–	–
1988	97.6	98.1	98.9	99.0	.5	.5	.8	.1	–	–	2.6	2.0
1989	99.9	100.0	101.1	101.8	.9	.1	1.1	.7	2.4	1.9	2.2	2.8
1990	103.1	104.1	–	–	1.3	1.0	–	–	3.2	4.1	–	–
Electric, gas, and sanitary services:												
1987	–	–	–	94.9	–	–	–	–	–	–	–	–
1988	96.1	96.9	97.3	98.2	1.3	.8	.4	.9	–	–	–	3.5
1989	99.0	100.0	101.0	101.7	.8	1.0	1.0	.7	3.0	3.2	3.8	3.6
1990	103.0	104.2	–	–	1.3	1.2	–	–	4.0	4.2	–	–
Wholesale and retail trade:												
1975	–	–	46.3	47.2	–	–	–	1.9	–	–	–	–
1976	48.2	49.2	49.7	50.6	2.1	2.1	1.0	1.8	–	–	7.3	7.2
1977	51.8	52.7	53.1	54.0	2.4	1.7	.8	1.7	7.5	7.1	6.8	6.7
1978	55.6	57.1	57.8	58.4	3.0	2.7	1.2	1.0	7.3	8.3	8.9	8.1
1979	59.7	61.1	62.3	63.0	2.2	2.3	2.0	1.1	7.4	7.0	7.8	7.9
1980	64.7	65.9	66.9	68.0	2.7	1.9	1.5	1.6	8.4	7.9	7.4	7.9
1981	70.2	71.5	72.4	73.1	3.2	1.9	1.3	1.0	8.5	8.5	8.2	7.5
1982	74.3	75.6	76.1	76.6	1.6	1.7	.7	.7	5.8	5.7	5.1	4.8
1983	77.6	79.2	79.7	80.3	1.3	2.1	.6	.8	4.4	4.8	4.7	4.8
1984	81.7	82.9	83.3	84.4	1.7	1.5	.5	1.3	5.3	4.7	4.5	5.1
1985	84.9	86.6	87.7	88.4	.6	2.0	1.3	.8	3.9	4.5	5.3	4.7
1986	89.0	89.9	90.4	90.7	.7	1.0	.6	.3	4.8	3.8	3.1	2.6
1987	91.4	92.9	93.4	93.4	.8	1.6	.5	.0	2.7	3.3	3.3	3.0
1988	94.3	96.2	97.2	97.9	1.0	2.0	1.0	.7	3.2	3.6	4.1	4.8
1989	99.1	100.0	101.6	102.7	1.2	.9	1.6	1.1	5.1	4.0	4.5	4.9
1990	103.3	104.6	–	–	.6	1.3	–	–	4.2	4.6	–	–
Wholesale and retail trade excluding sales occupations:												
1981	–	71.4	72.6	73.4	–	–	1.7	1.1	–	–	–	–
1982	74.9	76.1	76.7	77.3	2.0	1.6	.8	.8	–	6.6	5.6	5.3
1983	78.5	80.0	80.4	81.1	1.6	1.9	.5	.9	4.8	5.1	4.8	4.9
1984	82.5	83.5	84.1	85.2	1.7	1.2	.7	1.3	5.1	4.4	4.6	5.1
1985	85.8	87.4	88.5	88.7	.7	1.9	1.3	.2	4.0	4.7	5.2	4.1
1986	89.4	90.2	90.6	91.4	.8	.9	.4	.9	4.2	3.2	2.4	3.0
1987	92.2	93.2	94.1	94.5	.9	1.1	1.0	.4	3.1	3.3	3.9	3.4
1988	95.3	96.6	97.5	98.4	.8	1.4	.9	.9	3.4	3.6	3.6	4.1
1989	99.4	100.0	101.1	101.9	1.0	.6	1.1	.8	4.3	3.5	3.7	3.6
1990	102.6	104.2	–	–	.7	1.6	–	–	3.2	4.2	–	–
Wholesale trade:												
1977	–	49.2	49.1	50.4	–	–	-.2	2.6	–	–	–	–
1978	51.7	52.6	53.2	54.2	2.6	1.7	1.1	1.9	–	6.9	8.4	7.5
1979	55.0	56.6	57.3	58.5	1.5	2.9	1.2	2.1	6.4	7.6	7.7	7.9
1980	60.2	61.8	62.4	64.4	2.9	2.7	1.0	3.2	9.5	9.2	8.9	10.1
1981	66.1	67.1	68.5	69.4	2.6	1.5	2.1	1.3	9.8	8.6	9.8	7.8

See footnotes at end of table.

Table 6. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-90—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
					3 months ended--				12 months ended--			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
Wholesale trade:—Continued												
1982	71.3	73.1	73.2	73.7	2.7	2.5	0.1	0.7	7.9	8.9	6.9	6.2
1983	75.0	76.6	77.7	78.2	1.8	2.1	1.4	.6	5.2	4.8	6.1	6.1
1984	79.3	80.5	81.0	82.5	1.4	1.5	.6	1.9	5.7	5.1	4.2	5.5
1985	83.0	85.1	85.7	86.1	.6	2.5	.7	.5	4.7	5.7	5.8	4.4
1986	87.0	88.1	88.5	89.3	1.0	1.3	.5	.9	4.8	3.5	3.3	3.7
1987	90.5	92.1	92.5	93.0	1.3	1.8	.4	.5	4.0	4.5	4.5	4.1
1988	93.3	95.1	96.1	96.4	.3	1.9	1.1	.3	3.1	3.3	3.9	3.7
1989	99.0	100.0	102.8	105.2	2.7	1.0	2.8	2.3	6.1	5.2	7.0	9.1
1990	104.6	105.2	–	–	-.6	.6	–	–	5.7	5.2	–	–
Wholesale trade excluding sales occupations:												
1981	–	70.0	71.6	72.7	–	–	2.3	1.5	–	–	–	–
1982	74.9	76.6	77.0	77.3	3.0	2.3	.5	.4	–	9.4	7.5	6.3
1983	78.9	80.1	80.9	81.6	2.1	1.5	1.0	.9	5.3	4.6	5.1	5.6
1984	82.9	83.5	84.5	85.8	1.6	.7	1.2	1.5	5.1	4.2	4.4	5.1
1985	86.5	87.8	88.7	88.9	.8	1.5	1.0	.2	4.3	5.1	5.0	3.6
1986	89.4	90.6	91.0	91.8	.6	1.3	.4	.9	3.4	3.2	2.6	3.3
1987	92.7	93.3	94.4	95.2	1.0	.6	1.2	.8	3.7	3.0	3.7	3.7
1988	95.7	96.7	97.7	98.3	.5	1.0	1.0	.6	3.2	3.6	3.5	3.3
1989	99.2	100.0	101.7	102.5	.9	.8	1.7	.8	3.7	3.4	4.1	4.3
1990	103.2	104.7	–	–	.7	1.5	–	–	4.0	4.7	–	–
Retail trade:												
1976	–	–	51.7	52.5	–	–	–	1.5	–	–	–	–
1977	53.2	54.1	54.9	55.5	1.3	1.7	1.5	1.1	–	–	6.2	5.7
1978	57.3	59.1	59.8	60.3	3.2	3.1	1.2	.8	7.7	9.2	8.9	8.6
1979	61.6	63.0	64.4	65.0	2.2	2.3	2.2	.9	7.5	6.6	7.7	7.8
1980	66.6	67.6	68.8	69.6	2.5	1.5	1.8	1.2	8.1	7.3	6.8	7.1
1981	72.0	73.4	74.1	74.8	3.4	1.9	1.0	.9	8.1	8.6	7.7	7.5
1982	75.6	76.7	77.4	77.8	1.1	1.5	.9	.5	5.0	4.5	4.5	4.0
1983	78.7	80.3	80.6	81.1	1.2	2.0	.4	.6	4.1	4.7	4.1	4.2
1984	82.8	83.9	84.3	85.3	2.1	1.3	.5	1.2	5.2	4.5	4.6	5.2
1985	85.8	87.2	88.6	89.4	.6	1.6	1.6	.9	3.6	3.9	5.1	4.8
1986	89.9	90.8	91.3	91.3	.6	1.0	.6	.0	4.8	4.1	3.0	2.1
1987	91.9	93.3	93.8	93.7	.7	1.5	.5	-.1	2.2	2.8	2.7	2.6
1988	94.8	96.6	97.7	98.5	1.2	1.9	1.1	.8	3.2	3.5	4.2	5.1
1989	99.1	100.0	101.0	101.6	.6	.9	1.0	.6	4.5	3.5	3.4	3.1
1990	102.7	104.4	–	–	1.1	1.7	–	–	3.6	4.4	–	–
Food stores:												
1987	–	–	95.8	96.7	–	–	–	.9	–	–	–	–
1988	97.3	97.8	98.2	99.0	.6	.5	.4	.8	–	–	2.5	2.4
1989	100.0	100.0	100.4	101.7	1.0	.0	.4	1.3	2.8	2.2	2.2	2.7
1990	102.8	104.3	–	–	1.1	1.5	–	–	2.8	4.3	–	–
Finance, insurance, and real estate:												
1978	–	–	–	52.8	–	–	–	–	–	–	–	–
1979	54.4	56.2	57.3	59.7	3.0	3.3	2.0	4.2	–	–	–	13.1
1980	60.0	61.6	62.8	64.1	.5	2.7	1.9	2.1	10.3	9.6	9.6	7.4
1981	65.9	68.9	67.7	70.5	2.8	4.6	-1.7	4.1	9.8	11.9	7.8	10.0
1982	71.4	70.5	73.1	75.1	1.3	-1.3	3.7	2.7	8.3	2.3	8.0	6.5
1983	76.2	76.5	78.2	80.5	1.5	.4	2.2	2.9	6.7	8.5	7.0	7.2
1984	80.0	80.5	79.4	79.8	-.6	.6	-1.4	.5	5.0	5.2	1.5	-.9
1985	84.0	83.8	85.5	87.1	5.3	-.2	2.0	1.9	5.0	4.1	7.7	9.1
1986	87.2	88.2	88.8	89.5	.1	1.1	.7	.8	3.8	5.3	3.9	2.8
1987	91.9	90.6	90.8	90.6	2.7	-1.4	.2	-.2	5.4	2.7	2.3	1.2
1988	91.5	92.9	92.9	96.3	1.0	1.5	.0	3.7	-.4	2.5	2.3	6.3
1989	98.3	100.0	100.6	101.3	2.1	1.7	.6	.7	7.4	7.6	8.3	5.2
1990	101.8	103.5	–	–	.5	1.7	–	–	3.6	3.5	–	–
Finance, insurance, and real estate excluding sales occupations:												
1978	–	–	–	54.2	–	–	–	–	–	–	–	–

See footnotes at end of table.

Table 6. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-90—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
					3 months ended--				12 months ended--			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
Finance, insurance, and real estate excluding sales occupations:—Continued												
1979	56.1	56.8	58.0	59.1	3.5	1.2	2.1	1.9	–	–	–	9.0
1980	61.1	62.2	63.0	63.7	3.4	1.8	1.3	1.1	8.9	9.5	8.6	7.8
1981	66.5	67.8	68.8	69.0	4.4	2.0	1.5	.3	8.8	9.0	9.2	8.3
1982	71.2	72.5	73.0	73.5	3.2	1.8	.7	.7	7.1	6.9	6.1	6.5
1983	76.0	77.2	78.4	78.8	3.4	1.6	1.6	.5	6.7	6.5	7.4	7.2
1984	79.9	81.0	81.6	82.2	1.4	1.4	.7	.7	5.1	4.9	4.1	4.3
1985	83.6	84.2	85.3	85.6	1.7	.7	1.3	.6	4.6	4.0	4.5	4.4
1986	87.5	88.1	88.7	89.6	2.0	.7	.7	1.0	4.7	4.6	4.0	4.4
1987	91.3	91.5	92.5	92.9	1.9	.2	1.1	.4	4.3	3.9	4.3	3.7
1988	93.8	94.5	95.3	97.1	1.0	.7	.8	1.9	2.7	3.3	3.0	4.5
1989	98.4	100.0	100.2	100.9	1.3	1.6	.2	.7	4.9	5.8	5.1	3.9
1990	103.0	103.9	–	–	2.1	.9	–	–	4.7	3.9	–	–
Banking, savings and loan, and other credit agencies:												
1986	–	–	–	87.7	–	–	–	–	–	–	–	–
1987	89.8	90.9	91.7	92.4	2.4	1.2	.9	.8	–	–	–	5.4
1988	95.2	96.0	97.0	97.8	3.0	.8	1.0	.8	6.0	5.6	5.8	5.8
1989	98.8	100.0	101.1	100.9	1.0	1.2	1.1	-.2	3.8	4.2	4.2	3.2
1990	101.6	103.6	–	–	.7	2.0	–	–	2.8	3.6	–	–
Insurance:												
1987	–	90.0	90.8	92.4	–	–	.9	1.8	–	–	–	–
1988	93.1	95.4	96.2	97.4	.8	2.5	.8	1.2	–	6.0	5.9	5.4
1989	98.5	100.0	99.6	100.8	1.1	1.5	-.4	1.2	5.8	4.8	3.5	3.5
1990	102.3	104.1	–	–	1.5	1.8	–	–	3.9	4.1	–	–
Service industries:												
1975	–	–	42.7	43.5	–	–	–	1.9	–	–	–	–
1976	44.1	44.7	45.5	45.8	1.4	1.4	1.8	.7	–	–	6.6	5.3
1977	46.2	47.0	47.8	48.2	.9	1.7	1.7	.8	4.8	5.1	5.1	5.2
1978	49.0	49.9	51.1	51.5	1.7	1.8	2.4	.8	6.1	6.2	6.9	6.8
1979	52.5	53.0	54.4	55.8	1.9	1.0	2.6	2.6	7.1	6.2	6.5	8.3
1980	57.4	58.2	59.7	60.6	2.9	1.4	2.6	1.5	9.3	9.8	9.7	8.6
1981	63.1	63.4	65.7	67.0	4.1	.5	3.6	2.0	9.9	8.9	10.1	10.6
1982	68.9	69.7	71.3	72.4	2.8	1.2	2.3	1.5	9.2	9.9	8.5	8.1
1983	73.5	73.9	76.3	77.2	1.5	.5	3.2	1.2	6.7	6.0	7.0	6.6
1984	78.7	79.0	80.5	82.1	1.9	.4	1.9	2.0	7.1	6.9	5.5	6.3
1985	82.3	83.0	84.9	85.0	.2	.9	2.3	.1	4.6	5.1	5.5	3.5
1986	86.3	86.8	87.6	88.4	1.5	.6	.9	.9	4.9	4.6	3.2	4.0
1987	89.9	90.5	92.5	93.2	1.7	.7	2.2	.8	4.2	4.3	5.6	5.4
1988	94.2	94.9	96.9	97.8	1.1	.7	2.1	.9	4.8	4.9	4.8	4.9
1989	99.1	100.0	101.6	102.5	1.3	.9	1.6	.9	5.2	5.4	4.9	4.8
1990	104.2	105.7	–	–	1.7	1.4	–	–	5.1	5.7	–	–
Business services:												
1986	–	–	–	87.6	–	–	–	–	–	–	–	–
1987	89.1	90.2	92.8	93.5	1.7	1.2	2.9	.8	–	–	–	6.7
1988	94.3	95.1	96.5	97.4	.9	.8	1.5	.9	5.8	5.4	4.0	4.2
1989	98.4	100.0	100.9	101.2	1.0	1.6	.9	.3	4.3	5.2	4.6	3.9
1990	103.0	105.1	–	–	1.8	2.0	–	–	4.7	5.1	–	–
Health services:												
1985	82.1	82.8	83.6	83.8	–	.9	1.0	.2	–	–	–	–
1986	84.8	85.4	86.8	88.0	1.2	.7	1.6	1.4	3.3	3.1	3.8	5.0
1987	89.2	89.8	91.1	92.1	1.4	.7	1.4	1.1	5.2	5.2	5.0	4.7
1988	92.7	94.4	96.0	97.3	.7	1.8	1.7	1.4	3.9	5.1	5.4	5.6
1989	99.1	100.0	101.9	103.5	1.8	.9	1.9	1.6	6.9	5.9	6.1	6.4
1990	105.3	106.3	–	–	1.7	.9	–	–	6.3	6.3	–	–
Hospitals:												
1986	–	84.7	85.8	87.1	–	–	1.3	1.5	–	–	–	–
1987	88.2	88.8	90.4	91.5	1.3	.7	1.8	1.2	–	4.8	5.4	5.1
1988	92.5	94.0	95.6	96.9	1.1	1.6	1.7	1.4	4.9	5.9	5.8	5.9

See footnotes at end of table.

Table 6. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-90—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
					3 months ended--				12 months ended--			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
Hospitals:												
1989	98.9	100.0	101.9	103.3	2.1	1.1	1.9	1.4	6.9	6.4	6.6	6.6
1990	105.0	106.0	-	-	1.6	1.0	-	-	6.2	6.0	-	-
Educational services:												
1988	-	-	-	98.8	-	-	-	-	-	-	-	-
1989	99.1	100.0	103.7	103.9	.3	.9	3.7	.2	-	-	-	5.2
1990	104.7	105.0	-	-	.8	.3	-	-	5.7	5.0	-	-
Colleges and universities:												
1988	-	-	-	98.7	-	-	-	-	-	-	-	-
1989	99.1	100.0	103.3	103.7	.4	.9	3.3	.4	-	-	-	5.1
1990	104.4	104.8	-	-	.7	.4	-	-	5.3	4.8	-	-
Nonmanufacturing:												
1975	-	-	44.9	45.7	-	-	-	1.8	-	-	-	-
1976	46.6	47.4	48.0	48.9	2.0	1.7	1.3	1.9	-	-	6.9	7.0
1977	49.5	50.5	51.2	52.1	1.2	2.0	1.4	1.8	6.2	6.5	6.7	6.5
1978	53.1	54.3	55.5	55.9	1.9	2.3	2.2	.7	7.3	7.5	8.4	7.3
1979	57.1	58.3	59.6	60.8	2.1	2.1	2.2	2.0	7.5	7.4	7.4	8.8
1980	62.2	63.4	64.9	66.2	2.3	1.9	2.4	2.0	8.9	8.7	8.9	8.9
1981	68.2	69.5	70.9	72.1	3.0	1.9	2.0	1.7	9.6	9.6	9.2	8.9
1982	73.6	74.4	75.8	76.8	2.1	1.1	1.9	1.3	7.9	7.1	6.9	6.5
1983	77.8	78.8	80.1	81.0	1.3	1.3	1.6	1.1	5.7	5.9	5.7	5.5
1984	82.0	82.7	83.3	84.2	1.2	.9	.7	1.1	5.4	4.9	4.0	4.0
1985	85.2	86.1	87.5	88.0	1.2	1.1	1.6	.6	3.9	4.1	5.0	4.5
1986	88.7	89.4	90.1	90.6	.8	.8	.8	.6	4.1	3.8	3.0	3.0
1987	91.7	92.3	93.3	93.7	1.2	.7	1.1	.4	3.4	3.2	3.6	3.4
1988	94.5	95.8	96.9	97.8	.9	1.4	1.1	.9	3.1	3.8	3.9	4.4
1989	99.1	100.0	101.4	102.2	1.3	.9	1.4	.8	4.9	4.4	4.6	4.5
1990	103.2	104.5	-	-	1.0	1.3	-	-	4.1	4.5	-	-
Nonmanufacturing, white-collar occupations:												
1987	-	91.7	92.7	93.0	-	-	1.1	.3	-	-	-	-
1988	93.8	95.2	96.4	97.6	.9	1.5	1.3	1.2	-	3.8	4.0	4.9
1989	99.1	100.0	101.5	102.5	1.5	.9	1.5	1.0	5.7	5.0	5.3	5.0
1990	103.6	105.0	-	-	1.1	1.4	-	-	4.5	5.0	-	-
Nonmanufacturing, white-collar occupations excluding sales:												
1987	-	91.7	93.1	93.7	-	-	1.5	.6	-	-	-	-
1988	94.5	95.6[4]	97.0	97.9	.9	1.2	1.5	.9	-	4.3	4.2	4.5
1989	99.2	100.0	101.3	102.0	1.3	.8	1.3	.7	5.0	4.6	4.4	4.2
1990	103.8	105.0	-	-	1.8	1.2	-	-	4.6	5.0	-	-
Nonmanufacturing, blue-collar occupations:												
1987	-	93.5	94.3	95.0	-	-	.9	.7	-	-	-	-
1988	95.9	96.9	97.7	98.1	.9	1.0	.8	.4	-	3.6	3.6	3.3
1989	99.0	100.0	101.0	101.3	.9	1.0	1.0	.3	3.2	3.2	3.4	3.3
1990	102.2	103.2	-	-	.9	1.0	-	-	3.2	3.2	-	-
Nonmanufacturing, service occupations:												
1987	-	93.6	94.1	94.4	-	-	.5	.3	-	-	-	-
1988	95.4	96.3	97.7	98.8	1.1	.9	1.5	1.1	-	2.9	3.8	4.7
1989	99.4	100.0	100.8	102.3	.6	.6	.8	1.5	4.2	3.8	3.2	3.5
1990	103.2	104.3	-	-	.9	1.1	-	-	3.8	4.3	-	-

[1] Excludes farm and household workers.

[2] This series has the same industry and occupational coverage as the Hourly Earnings Index, which was discontinued in January 1989.

[3] Includes mining, construction, and manufacturing.

[4] Includes transportation, public utilities, trade, finance, insurance, real estate, and services.

- Data not available.

Table 7. Wages and salaries, private industry workers: Employment Cost Index by region, bargaining status, and area size, 1975-90

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
					3 months ended--				12 months ended--			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
Northeast:[1]												
1975	-	-	43.9	44.6	-	-	-	1.6	-	-	-	-
1976	45.0	45.6	46.8	47.6	0.9	1.3	2.6	1.7	-	-	6.6	6.7
1977	48.1	49.0	49.9	50.7	1.1	1.9	1.8	1.6	6.9	7.5	6.6	6.5
1978	51.5	52.4	53.3	54.2	1.6	1.7	1.7	1.7	7.1	6.9	6.8	6.9
1979	55.0	56.0	56.9	58.2	1.5	1.8	1.6	2.3	6.8	6.9	6.8	7.4
1980	59.6	60.9	62.0	63.2	2.4	2.2	1.8	1.9	8.4	8.8	9.0	8.6
1981	64.7	65.8	66.9	68.7	2.4	1.7	1.7	2.7	8.6	8.0	7.9	8.7
1982	69.8	70.2	72.2	73.4	1.6	.6	2.8	1.7	7.9	6.7	7.9	6.8
1983	73.7	74.7	75.9	76.7	.4	1.4	1.6	1.1	5.6	6.4	5.1	4.5
1984	77.2	78.2	79.3	80.2	.7	1.3	1.4	1.1	4.7	4.7	4.5	4.6
1985	80.9	82.0	83.4	84.3	.9	1.4	1.7	1.1	4.8	4.9	5.2	5.1
1986	85.0	86.4	87.0	87.6	.8	1.6	.7	.7	5.1	5.4	4.3	3.9
1987	89.1	89.9	91.0	91.9	1.7	.9	1.2	1.0	4.8	4.1	4.6	4.9
1988	92.7	94.0	95.1	96.9	.9	1.4	1.2	1.9	4.0	4.6	4.5	5.4
1989	98.7	100.0	101.8	102.9	1.9	1.3	1.8	1.1	6.5	6.4	7.0	6.2
1990	104.0	104.8	-	-	1.1	.8	-	-	5.4	4.8	-	-
South:[2]												
1975	-	-	45.4	46.1	-	-	-	1.5	-	-	-	-
1976	47.1	47.8	48.6	49.2	2.2	1.5	1.7	1.2	-	-	7.0	6.7
1977	49.9	51.0	51.9	52.6	1.4	2.2	1.8	1.3	5.9	6.7	6.8	6.9
1978	54.1	55.3	56.6	57.4	2.9	2.2	2.4	1.4	8.4	8.4	9.1	9.1
1979	58.9	59.9	60.9	62.4	2.6	1.7	1.7	2.5	8.9	8.3	7.6	8.7
1980	64.1	65.3	66.6	67.8	2.7	1.9	2.0	1.8	8.8	9.0	9.4	8.7
1981	70.0	71.4	72.8	73.4	3.2	2.0	2.0	.8	9.2	9.3	9.3	8.3
1982	75.5	76.7	77.7	78.4	2.9	1.6	1.3	.9	7.9	7.4	6.7	6.8
1983	79.6	80.4	81.6	82.6	1.5	1.0	1.5	1.2	5.4	4.8	5.0	5.4
1984	84.2	85.0	85.0	85.9	1.9	1.0	.0	1.1	5.8	5.7	4.2	4.0
1985	87.4	88.1	89.1	89.6	1.7	.8	1.1	.6	3.8	3.8	4.8	4.3
1986	90.6	91.3	92.0	92.4	1.1	.8	.8	.4	3.7	3.6	3.3	3.1
1987	92.9	93.6	94.4	95.0	.5	.8	.9	.6	2.5	2.5	2.6	2.8
1988	95.7	97.2	97.9	98.4	.7	1.6	.7	.5	3.0	3.8	3.7	3.6
1989	99.2	100.0	101.2	102.1	.8	.8	1.2	.9	3.7	2.9	3.4	3.8
1990	103.5	105.2	-	-	1.4	1.6	-	-	4.3	5.2	-	-
Midwest:[3]												
1975	-	-	46.7	47.7	-	-	-	2.1	-	-	-	-
1976	48.4	49.2	50.0	51.3	1.5	1.7	1.6	2.6	-	-	7.1	7.5
1977	51.6	52.4	53.5	54.7	.6	1.6	2.1	2.2	6.6	6.5	7.0	6.6
1978	55.4	56.8	57.6	58.5	1.3	2.5	1.4	1.6	7.4	8.4	7.7	6.9
1979	59.7	61.1	62.4	64.0	2.1	2.3	2.1	2.6	7.8	7.6	8.3	9.4
1980	65.5	66.9	68.2	69.6	2.3	2.1	1.9	2.1	9.7	9.5	9.3	8.8
1981	71.7	73.0	74.2	75.5	3.0	1.8	1.6	1.8	9.5	9.1	8.8	8.5
1982	76.5	77.5	78.6	79.3	1.3	1.3	1.4	.9	6.7	6.2	5.9	5.0
1983	80.4	81.4	82.4	83.0	1.4	1.2	1.2	.7	5.1	5.0	4.8	4.7
1984	84.4	84.7	86.0	86.7	1.7	.4	1.5	.8	5.0	4.1	4.4	4.5
1985	87.4	88.5	89.5	89.8	.8	1.3	1.1	.3	3.6	4.5	4.1	3.6
1986	90.7	90.9	91.5	92.2	1.0	.2	.7	.8	3.8	2.7	2.2	2.7
1987	93.1	93.9	94.7	94.9	1.0	.9	.9	.2	2.6	3.3	3.5	2.9
1988	95.9	96.5	97.4	98.2	1.1	.6	.9	.8	3.0	2.8	2.9	3.5
1989	99.1	100.0	100.8	101.6	.9	.9	.8	.8	3.3	3.6	3.5	3.5
1990	102.6	103.7	-	-	1.0	1.1	-	-	3.5	3.7	-	-
West:[4]												
1975	-	-	43.9	44.8	-	-	-	2.1	-	-	-	-
1976	46.3	47.4	47.7	48.4	3.3	2.4	.6	1.5	-	-	8.7	8.0
1977	49.7	50.5	51.3	52.2	2.7	1.6	1.6	1.8	7.3	6.5	7.5	7.9
1978	53.2	54.4	55.5	56.3	1.9	2.3	2.0	1.4	7.0	7.7	8.2	7.9
1979	57.4	58.6	60.1	61.1	2.0	2.1	2.6	1.7	7.9	7.7	8.3	8.5
1980	62.7	64.3	66.5	67.7	2.6	2.6	3.4	1.8	9.2	9.7	10.6	10.8
1981	69.6	71.1	73.3	74.7	2.8	2.2	3.1	1.9	11.0	10.6	10.2	10.3
1982	76.7	77.2	78.7	79.6	2.7	.7	1.9	1.1	10.2	8.8	7.4	6.6
1983	81.1	81.7	82.8	84.2	1.9	.7	1.3	1.7	5.7	5.8	5.2	5.8
1984	84.4	85.0	85.3	87.1	.2	.7	.4	2.1	4.1	4.0	3.0	3.4
1985	88.1	88.9	90.0	90.3	1.1	.9	1.2	.3	4.4	4.6	5.5	3.7
1986	91.0	91.6	91.9	92.5	.8	.7	.3	.7	3.3	3.0	2.1	2.4

See footnotes at end of table.

Table 7. Wages and salaries, private industry workers: Employment Cost Index by region, bargaining status, and area size, 1975-90—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
					3 months ended--				12 months ended--			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
West:[4]												
1987	93.2	93.2	94.6	94.9	0.8	0.0	1.5	0.3	2.4	1.7	2.9	2.6
1988	95.9	96.7	97.7	98.2	1.1	.8	1.0	.5	2.9	3.8	3.3	3.5
1989	99.1	100.0	100.8	101.4	.9	.9	.8	.6	3.3	3.4	3.2	3.3
1990	102.5	104.0	–	–	1.1	1.5	–	–	3.4	4.0	–	–
Union workers:												
1975	–	–	45.6	46.6	–	–	–	2.2	–	–	–	–
1976	47.4	48.2	49.4	50.4	1.7	1.7	2.5	2.0	–	–	8.3	8.2
1977	51.1	52.2	53.2	54.2	1.4	2.2	1.9	1.9	7.8	8.3	7.7	7.5
1978	55.1	56.2	57.4	58.6	1.7	2.0	2.1	2.1	7.8	7.7	7.9	8.1
1979	59.6	60.9	62.2	63.8	1.7	2.2	2.1	2.6	8.2	8.4	8.4	8.9
1980	65.3	67.1	69.1	70.8	2.4	2.8	3.0	2.5	9.6	10.2	11.1	11.0
1981	71.9	73.9	75.8	77.5	1.6	2.8	2.6	2.2	10.1	10.1	9.7	9.5
1982	78.7	79.8	81.5	82.6	1.5	1.4	2.1	1.3	9.5	8.0	7.5	6.6
1983	83.4	84.3	85.7	86.3	1.0	1.1	1.7	.7	6.0	5.6	5.2	4.5
1984	87.2	87.9	88.5	89.3	1.0	.8	.7	.9	4.6	4.3	3.3	3.5
1985	89.9	90.8	91.7	92.1	.7	1.0	1.0	.4	3.1	3.3	3.6	3.1
1986	92.8	93.1	93.7	93.9	.8	.3	.6	.2	3.2	2.5	2.2	2.0
1987	94.3	94.8	95.3	96.4	.4	.5	.5	1.2	1.6	1.8	1.7	2.7
1988	96.8	97.5	98.2	98.5	.4	.7	.7	.3	2.7	2.8	3.0	2.2
1989	99.2	100.0	100.6	101.6	.7	.8	.6	1.0	2.5	2.6	2.4	3.1
1990	102.6	103.3	–	–	1.0	.7	–	–	3.4	3.3	–	–
Union blue-collar workers:												
1987	–	94.5	95.0	96.2	–	–	.5	1.3	–	–	–	–
1988	96.5	97.2	97.8	98.4	.3	.7	.6	.6	–	2.9	2.9	2.3
1989	99.1	100.0	100.7	101.5	.7	.9	.7	.8	2.7	2.9	3.0	3.2
1990	102.2	103.2	–	–	.7	1.0	–	–	3.1	3.2	–	–
Union workers, goods-producing industries:[5]												
1975	–	–	46.0	47.2	–	–	–	2.6	–	–	–	–
1976	47.9	48.7	49.9	51.0	1.5	1.7	2.5	2.2	–	–	8.5	8.1
1977	51.7	52.8	54.0	55.0	1.4	2.1	2.3	1.9	7.9	8.4	8.2	7.8
1978	55.9	57.0	58.4	59.7	1.6	2.0	2.5	2.2	8.1	8.0	8.1	8.5
1979	60.6	62.0	63.2	64.9	1.5	2.3	1.9	2.7	8.4	8.8	8.2	8.7
1980	66.3	68.3	70.3	71.8	2.2	3.0	2.9	2.1	9.4	10.2	11.2	10.6
1981	73.1	75.0	77.1	78.6	1.8	2.6	2.8	1.9	10.3	9.8	9.7	9.5
1982	79.5	80.7	82.3	83.2	1.1	1.5	2.0	1.1	8.8	7.6	6.7	5.9
1983	83.7	84.5	85.5	86.2	.6	1.0	1.2	.8	5.3	4.7	3.9	3.6
1984	87.0	87.9	88.5	89.4	.9	1.0	.7	1.0	3.9	4.0	3.5	3.7
1985	90.0	90.9	91.6	92.0	.7	1.0	.8	.4	3.4	3.4	3.5	2.9
1986	92.5	93.0	93.3	93.6	.5	.5	.3	.3	2.8	2.3	1.9	1.7
1987	93.7	94.3	94.8	96.3	.1	.6	.5	1.6	1.3	1.4	1.6	2.9
1988	96.5	97.2	97.8	98.4	.2	.7	.6	.6	3.0	3.1	3.2	2.2
1989	99.0	100.0	100.6	101.6	.6	1.0	.6	1.0	2.6	2.9	2.9	3.3
1990	102.3	103.5	–	–	.7	1.2	–	–	3.3	3.5	–	–
Union workers, service-producing industries:[6]												
1975	–	–	44.8	45.9	–	–	–	2.5	–	–	–	–
1976	46.6	47.5	48.6	49.5	1.5	1.9	2.3	1.9	–	–	8.5	7.8
1977	50.1	51.3	52.0	53.0	1.2	2.4	1.4	1.9	7.5	8.0	7.0	7.1
1978	53.8	54.9	55.9	56.8	1.5	2.0	1.8	1.6	7.4	7.0	7.5	7.2
1979	58.0	59.1	60.8	62.1	2.1	1.9	2.9	2.1	7.8	7.7	8.8	9.3
1980	63.7	65.2	67.1	69.1	2.6	2.4	2.9	3.0	9.8	10.3	10.4	11.3
1981	70.3	72.3	73.9	76.2	1.7	2.8	2.2	3.1	10.4	10.9	10.1	10.3
1982	77.4	78.7	80.3	81.6	1.6	1.7	2.0	1.6	10.1	8.9	8.7	7.1
1983	83.0	84.2	86.1	86.7	1.7	1.4	2.3	.7	7.2	7.0	7.2	6.3
1984	87.7	88.1	88.5	89.2	1.2	.5	.5	.8	5.7	4.6	2.8	2.9
1985	89.7	90.8	91.8	92.3	.6	1.2	1.1	.5	2.3	3.1	3.7	3.5
1986	93.2	93.4	94.3	94.6	1.0	.2	1.0	.3	3.9	2.9	2.7	2.5
1987	95.2	95.5	96.0	96.5	.6	.3	.5	.5	2.1	2.2	1.8	2.0
1988	97.1	97.8	98.8	98.8	.6	.7	1.0	.0	2.0	2.4	2.9	2.4
1989	99.6	100.0	100.7	101.7	.8	.4	.7	1.0	2.6	2.2	1.9	2.9
1990	102.9	103.1	–	–	1.2	.2	–	–	3.3	3.1	–	–

See footnotes at end of table.

Table 7. Wages and salaries, private industry workers: Employment Cost Index by region, bargaining status, and area size, 1975-90—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
					3 months ended--				12 months ended--			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
Union workers, manufacturing:												
1976	–	–	48.7	50.1	–	–	–	2.9	–	–	–	–
1977	50.8	51.8	53.1	54.2	1.4	2.0	2.5	2.1	–	–	9.0	8.2
1978	55.1	56.0	57.4	58.9	1.7	1.6	2.5	2.6	8.5	8.1	8.1	8.7
1979	59.9	61.1	62.3	64.4	1.7	2.0	2.0	3.4	8.7	9.1	8.5	9.3
1980	66.1	67.9	69.8	71.5	2.6	2.7	2.8	2.4	10.4	11.1	12.0	11.0
1981	72.7	74.4	76.3	77.9	1.7	2.3	2.6	2.1	10.0	9.6	9.3	9.0
1982	78.8	79.8	81.5	82.4	1.2	1.3	2.1	1.1	8.4	7.3	6.8	5.8
1983	82.9	83.6	84.6	85.4	.6	.8	1.2	.9	5.2	4.8	3.8	3.6
1984	86.4	87.1	87.9	88.9	1.2	.8	.9	1.1	4.2	4.2	3.9	4.1
1985	89.6	90.6	91.4	91.7	.8	1.1	.9	.3	3.7	4.0	4.0	3.1
1986	92.4	92.7	93.0	93.4	.8	.3	.3	.4	3.1	2.3	1.8	1.9
1987	93.5	93.9	94.5	96.2	.1	.4	.6	1.8	1.2	1.3	1.6	3.0
1988	96.4	97.0	97.5	98.3	.2	.6	.5	.8	3.1	3.3	3.2	2.2
1989	99.0	100.0	100.5	101.7	.7	1.0	.5	1.2	2.7	3.1	3.1	3.5
1990	102.6	103.8	–	–	.9	1.2	–	–	3.6	3.8	–	–
Union workers, manufacturing, blue-collar occupations:												
1987	–	93.8	94.4	96.2	–	–	.6	1.9	–	–	–	–
1988	96.4	97.0	97.5	98.3	.2	.6	.5	.8	–	3.4	3.3	2.2
1989	99.0	100.0	100.6	101.8	.7	1.0	.6	1.2	2.7	3.1	3.2	3.6
1990	102.6	103.8	–	–	.8	1.2	–	–	3.6	3.8	–	–
Union workers, nonmanufacturing:												
1976	–	–	50.1	50.8	–	–	–	1.4	–	–	–	–
1977	51.5	52.6	53.5	54.4	1.4	2.1	1.7	1.7	–	–	6.8	7.1
1978	55.1	56.5	57.5	58.3	1.3	2.5	1.8	1.4	7.0	7.4	7.5	7.2
1979	59.4	60.7	62.3	63.3	1.9	2.2	2.6	1.6	7.8	7.4	8.3	8.6
1980	64.6	66.4	68.4	70.1	2.1	2.8	3.0	2.5	8.8	9.4	9.8	10.7
1981	71.3	73.4	75.5	77.2	1.7	2.9	2.9	2.3	10.4	10.5	10.4	10.1
1982	78.6	79.9	81.6	82.7	1.8	1.7	2.1	1.3	10.2	8.9	8.1	7.1
1983	83.9	85.2	86.9	87.3	1.5	1.5	2.0	.5	6.7	6.6	6.5	5.6
1984	88.2	88.6	89.1	89.6	1.0	.5	.6	.6	5.1	4.0	2.5	2.6
1985	90.2	91.1	92.0	92.4	.7	1.0	1.0	.4	2.3	2.8	3.3	3.1
1986	93.2	93.5	94.3	94.5	.9	.3	.9	.2	3.3	2.6	2.5	2.3
1987	95.1	95.5	96.0	96.5	.6	.4	.5	.5	2.0	2.1	1.8	2.1
1988	97.0	97.9	98.8	98.8	.5	.9	.9	.0	2.0	2.5	2.9	2.4
1989	99.4	100.0	100.7	101.5	.6	.6	.7	.8	2.5	2.1	1.9	2.7
1990	102.5	103.0	–	–	1.0	.5	–	–	3.1	3.0	–	–
Nonunion workers:												
1975	–	–	45.2	45.9	–	–	–	1.5	–	–	–	–
1976	46.8	47.6	48.1	49.0	2.0	1.7	1.1	1.9	–	–	6.4	6.8
1977	49.7	50.6	51.5	52.2	1.4	1.8	1.8	1.4	6.2	6.3	7.1	6.5
1978	53.3	54.6	55.5	56.2	2.1	2.4	1.6	1.3	7.2	7.9	7.8	7.7
1979	57.3	58.4	59.6	60.9	2.0	1.9	2.1	2.2	7.5	7.0	7.4	8.4
1980	62.5	63.6	64.7	65.9	2.6	1.8	1.7	1.9	9.1	8.9	8.6	8.2
1981	68.0	69.3	70.4	71.5	3.2	1.9	1.6	1.6	8.8	9.0	8.8	8.5
1982	73.1	73.8	75.0	75.8	2.2	1.0	1.6	1.1	7.5	6.5	6.5	6.0
1983	76.8	77.7	78.7	79.8	1.3	1.2	1.3	1.4	5.1	5.3	4.9	5.3
1984	80.8	81.6	82.3	83.4	1.3	1.0	.9	1.3	5.2	5.0	4.6	4.5
1985	84.6	85.5	86.7	87.2	1.4	1.1	1.4	.6	4.7	4.8	5.3	4.6
1986	88.2	89.0	89.6	90.2	1.1	.9	.7	.7	4.3	4.1	3.3	3.4
1987	91.3	92.0	93.0	93.5	1.2	.8	1.1	.5	3.5	3.4	3.8	3.7
1988	94.5	95.6	96.6	97.7	1.1	1.2	1.0	1.1	3.5	3.9	3.9	4.5
1989	99.0	100.0	101.3	102.1	1.3	1.0	1.3	.8	4.8	4.6	4.9	4.5
1990	103.4	104.8	–	–	1.3	1.4	–	–	4.4	4.8	–	–
Nonunion blue-collar workers:												
1987	–	92.6	93.7	94.2	–	–	1.2	.5	–	–	–	–
1988	95.3	96.4	97.0	97.8	1.2	1.2	.6	.8	–	4.1	3.5	3.8
1989	98.8	100.0	101.2	101.7	1.0	1.2	1.2	.5	3.7	3.7	4.3	4.0
1990	103.0	104.3	–	–	1.3	1.3	–	–	4.3	4.3	–	–

See footnotes at end of table.

Table 7. Wages and salaries, private industry workers: Employment Cost Index by region, bargaining status, and area size, 1975-90—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
					3 months ended--				12 months ended--			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
Nonunion workers, goods-producing industries:[5]												
1975	–	–	46.5	47.4	–	–	–	1.9	–	–	–	–
1976	48.2	49.1	49.7	50.7	1.7	1.9	1.2	2.0	–	–	6.9	7.0
1977	51.7	52.5	53.5	54.3	2.0	1.5	1.9	1.5	7.3	6.9	7.6	7.1
1978	55.5	56.6	57.3	58.7	2.2	2.0	1.2	2.4	7.4	7.8	7.1	8.1
1979	59.6	60.7	61.7	63.3	1.5	1.8	1.6	2.6	7.4	7.2	7.7	7.8
1980	65.2	66.2	67.0	68.5	3.0	1.5	1.2	2.2	9.4	9.1	8.6	8.2
1981	70.2	71.7	72.8	74.1	2.5	2.1	1.5	1.8	7.7	8.3	8.7	8.2
1982	75.8	76.5	77.5	78.1	2.3	.9	1.3	.8	8.0	6.7	6.5	5.4
1983	79.1	80.0	80.6	81.5	1.3	1.1	.8	1.1	4.4	4.6	4.0	4.4
1984	82.3	82.9	83.8	84.7	1.0	.7	1.1	1.1	4.0	3.6	4.0	3.9
1985	86.2	87.0	87.7	88.2	1.8	.9	.8	.6	4.7	4.9	4.7	4.1
1986	89.2	90.4	91.0	91.6	1.1	1.3	.7	.7	3.5	3.9	3.8	3.9
1987	92.3	92.9	94.0	94.7	.8	.7	1.2	.7	3.5	2.8	3.3	3.4
1988	95.8	96.8	97.3	98.1	1.2	1.0	.5	.8	3.8	4.2	3.5	3.6
1989	99.1	100.0	101.1	102.1	1.0	.9	1.1	1.0	3.4	3.3	3.9	4.1
1990	103.5	104.5	–	–	1.4	1.0	–	–	4.4	4.5	–	–
Nonunion workers, service-producing industries:[6]												
1975	–	–	44.5	45.1	–	–	–	1.3	–	–	–	–
1976	46.1	46.8	47.2	48.1	2.2	1.5	.9	1.9	–	–	6.1	6.7
1977	48.6	49.5	50.3	51.1	1.0	1.9	1.6	1.6	5.4	5.8	6.6	6.2
1978	52.2	53.5	54.6	54.8	2.2	2.5	2.1	.4	7.4	8.1	8.5	7.2
1979	56.1	57.2	58.4	59.7	2.4	2.0	2.1	2.2	7.5	6.9	7.0	8.9
1980	61.0	62.2	63.5	64.5	2.2	2.0	2.1	1.6	8.7	8.7	8.7	8.0
1981	66.8	67.9	69.1	70.1	3.6	1.6	1.8	1.4	9.5	9.2	8.8	8.7
1982	71.7	72.3	73.6	74.6	2.3	.8	1.8	1.4	7.3	6.5	6.5	6.4
1983	75.6	76.5	77.7	78.8	1.3	1.2	1.6	1.4	5.4	5.8	5.6	5.6
1984	80.0	80.8	81.5	82.6	1.5	1.0	.9	1.3	5.8	5.6	4.9	4.8
1985	83.6	84.5	86.2	86.8	1.2	1.1	2.0	.7	4.5	4.6	5.8	5.1
1986	87.6	88.2	88.9	89.5	.9	.7	.3	.7	4.8	4.4	3.1	3.1
1987	90.8	91.4	92.5	92.9	1.5	.7	1.2	.4	3.7	3.6	4.0	3.8
1988	93.8	95.1	96.3	97.6	1.0	1.4	1.3	1.3	3.3	4.0	4.1	5.1
1989	98.9	100.0	101.4	102.2	1.3	1.1	1.4	.8	5.4	5.2	5.3	4.7
1990	103.4	104.9	–	–	1.2	1.5	–	–	4.6	4.9	–	–
Nonunion workers, manufacturing:												
1976	–	–	49.2	49.9	–	–	–	1.4	–	–	–	–
1977	51.0	51.8	52.9	53.7	2.2	1.6	2.1	1.5	–	–	7.5	7.6
1978	54.9	55.7	56.5	57.9	2.2	1.5	1.4	2.5	7.6	7.5	6.8	7.8
1979	58.9	59.9	60.8	62.5	1.7	1.7	1.5	2.8	7.3	7.5	7.6	7.9
1980	64.4	65.3	66.1	67.5	3.0	1.4	1.2	2.1	9.3	9.0	8.7	8.0
1981	69.2	70.7	71.9	73.1	2.5	2.2	1.7	1.7	7.5	8.3	8.8	8.3
1982	74.9	75.5	76.5	77.2	2.5	.8	1.3	.9	8.2	6.8	6.4	5.6
1983	78.3	79.1	79.9	80.8	1.4	1.0	1.0	1.1	4.5	4.8	4.4	4.7
1984	81.6	82.4	83.4	84.5	1.0	1.0	1.2	1.3	4.2	4.2	4.4	4.6
1985	85.9	86.8	87.5	88.0	1.7	1.0	.8	.6	5.3	5.3	4.9	4.1
1986	89.2	90.3	90.9	91.6	1.4	1.2	.7	.8	3.8	4.0	3.9	4.1
1987[7]	92.4	93.0	94.1	94.7	.9	.6	1.2	.6	3.6	3.0	3.5	3.4
1988	95.8	96.7	97.2	98.0	1.2	.9	.5	.8	3.7	4.0	3.3	3.5
1989	98.9	100.0	101.0	102.0	.9	1.1	1.0	1.0	3.2	3.4	3.9	4.1
1990	103.6	104.8	–	–	1.6	1.2	–	–	4.8	4.8	–	–
Nonunion workers, manufacturing, blue-collar occupations:												
1987	–	93.1	94.2	94.4	–	–	1.2	.2	–	–	–	–
1988	95.4	96.3	96.8	97.8	1.1	.9	.5	1.0	–	3.4	2.8	3.6
1989	98.7	100.0	101.2	102.2	.9	1.3	1.2	1.0	3.5	3.8	4.5	4.5
1990	103.6	105.0	–	–	1.4	1.4	–	–	5.0	5.0	–	–
Nonunion workers, nonmanufacturing:												
1976	–	–	47.7	48.6	–	–	–	1.9	–	–	–	–
1977	49.2	50.1	50.8	51.6	1.2	1.8	1.4	1.6	–	–	6.5	6.2
1978	52.7	54.1	55.2	55.5	2.1	2.7	2.0	.5	7.1	8.0	8.7	7.8

See footnotes at end of table.

Table 7. Wages and salaries, private industry workers: Employment Cost Index by region, bargaining status, and area size, 1975-90—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
					3 months ended--				12 months ended--			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
Nonunion workers, nonmanufacturing:—Continued												
1979	56.7	57.9	59.1	60.4	2.2	2.1	2.1	2.2	7.6	7.0	7.1	8.8
1980	61.7	62.8	64.1	65.2	2.2	1.8	2.1	1.7	8.8	8.5	8.5	7.9
1981	67.5	68.7	69.8	70.9	3.5	1.8	1.6	1.6	9.4	9.4	8.9	8.7
1982	72.5	73.1	74.4	75.3	2.3	.8	1.8	1.2	7.4	6.4	6.6	6.2
1983	76.2	77.2	78.3	79.4	1.2	1.3	1.4	1.4	5.1	5.6	5.2	5.4
1984	80.5	81.2	81.9	82.9	1.4	.9	.9	1.2	5.6	5.2	4.6	4.4
1985	84.0	84.9	86.5	87.0	1.3	1.1	1.9	.6	4.3	4.6	5.6	4.9
1986	87.8	88.5	89.1	89.7	.9	.8	.7	.7	4.5	4.2	3.0	3.1
1987	90.9	91.6	92.7	93.0	1.3	.8	1.2	.3	3.5	3.5	4.0	3.7
1988	94.0	95.3	96.4	97.7	1.1	1.4	1.2	1.3	3.4	4.0	4.0	5.1
1989	99.0	100.0	101.4	102.3	1.3	1.0	1.4	.9	5.3	4.9	5.2	4.7
1990	103.3	104.8	-	-	1.0	1.5	-	-	4.3	4.8	-	-
Metropolitan areas:												
1975	-	-	44.7	45.5	-	-	-	1.8	-	-	-	-
1976	46.4	47.1	47.9	48.8	2.0	1.5	1.7	1.9	-	-	7.2	7.3
1977	49.4	50.3	51.2	52.2	1.2	1.8	1.8	2.0	6.5	6.8	6.9	7.0
1978	53.1	54.2	55.2	56.1	1.7	2.1	1.8	1.6	7.5	7.8	7.8	7.5
1979	57.2	58.3	59.6	61.1	2.0	1.9	2.2	2.5	7.7	7.6	8.0	8.9
1980	62.3	63.7	65.2	66.5	2.0	2.2	2.4	2.0	8.9	9.3	9.4	8.8
1981	68.3	69.7	71.2	72.5	2.7	2.0	2.2	1.8	9.6	9.4	9.2	9.0
1982	73.8	74.7	76.1	77.1	1.8	1.2	1.9	1.3	8.1	7.2	6.9	6.3
1983	78.0	78.9	80.1	81.0	1.2	1.2	1.5	1.1	5.7	5.6	5.3	5.1
1984	82.0	82.7	83.3	84.4	1.2	.9	.7	1.3	5.1	4.8	4.0	4.2
1985	85.4	86.3	87.5	88.1	1.2	1.1	1.4	.7	4.1	4.4	5.0	4.4
1986	88.8	89.6	90.2	90.8	.8	.9	.7	.7	4.0	3.8	3.1	3.1
1987	91.8	92.3	93.2	93.9	1.1	.5	1.0	.8	3.4	3.0	3.3	3.4
1988	94.7	95.7	96.7	97.8	.9	1.1	1.0	1.1	3.2	3.7	3.8	4.2
1989	99.0	100.0	101.3	102.1	1.2	1.0	1.3	.8	4.5	4.5	4.8	4.4
1990	103.3	104.4	-	-	1.2	1.1	-	-	4.3	4.4	-	-
Other areas:												
1975	-	-	47.0	47.8	-	-	-	1.7	-	-	-	-
1976	48.8	49.9	50.4	51.3	2.1	2.3	1.0	1.8	-	-	7.2	7.3
1977	52.1	53.2	54.1	54.7	1.6	2.1	1.7	1.1	6.8	6.6	7.3	6.6
1978	56.6	57.8	58.9	59.6	3.5	2.1	1.9	1.2	8.6	8.6	8.9	9.0
1979	60.9	62.1	63.2	64.3	2.2	2.0	1.8	1.7	7.6	7.4	7.3	7.9
1980	66.6	67.7	68.7	70.3	3.6	1.7	1.5	2.3	9.4	9.0	8.7	9.3
1981	72.7	74.0	75.3	76.3	3.4	1.8	1.8	1.3	9.2	9.3	9.6	8.5
1982	78.4	79.0	80.1	80.5	2.8	.8	1.4	.5	7.8	6.8	6.4	5.5
1983	81.4	82.4	83.1	83.9	1.1	1.2	.8	1.0	3.8	4.3	3.7	4.2
1984	85.1	85.8	86.9	87.5	1.4	.8	1.3	.7	4.5	4.1	4.6	4.3
1985	88.5	89.2	90.2	90.2	1.1	.8	1.1	.0	4.0	4.0	3.8	3.1
1986	91.4	92.1	92.5	92.9	1.3	.8	.4	.4	3.3	3.3	2.5	3.0
1987	93.6	94.5	95.5	96.0	.8	1.0	1.1	.5	2.4	2.6	3.2	3.3
1988	96.8	98.4	98.7	98.9	.8	1.7	.3	.2	3.4	4.1	3.4	3.0
1989	99.6	100.0	100.7	101.9	.7	.4	.7	1.2	2.9	1.6	2.0	3.0
1990	103.0	104.6	-	-	1.1	1.6	-	-	3.4	4.6	-	-

[1] The Northeast region includes the following States: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont.

[2] The South region includes the following States: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia.

[3] The Midwest region includes the following States: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin.

[4] The West region includes the following States: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming

[5] Includes mining, construction, and manufacturing.

[6] Includes transportation, public utilities, trade, finance, insurance, real estate, and services.

- Data not available.

NOTE: The indexes for the series in tables 3 and 7 are not strictly fixed-weighted. See appendix.

Table 8. Wages and salaries, State and local Government workers: Employment Cost Index by occupational and industry group, 1981-90

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
					3 months ended--				12 months ended--			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
State and local government workers:												
1981	-	63.9	67.0	68.3	-	-	4.9	1.9	-	-	-	-
1982	69.1	69.4	72.5	72.8	1.2	0.4	4.5	.4	-	8.6	8.2	6.6
1983	73.5	73.9	76.1	76.6	1.0	.5	3.0	.7	6.4	6.5	5.0	5.2
1984	77.7	77.9	80.5	81.2	1.4	.3	3.3	.9	5.7	5.4	5.8	6.0
1985	82.0	82.2	85.1	85.7	1.0	.2	3.5	.7	5.5	5.5	5.7	5.5
1986	86.5	86.8	89.7	90.3	.9	.3	3.3	.7	5.5	5.6	5.4	5.4
1987	91.0	91.2	93.3	94.1	.8	.2	2.3	.9	5.2	5.1	4.0	4.2
1988	95.0	95.2	97.7	98.7	1.0	.2	2.6	1.0	4.4	4.4	4.7	4.9
1989	99.5	100.0	103.1	103.9	.8	.5	3.1	.8	4.7	5.0	5.5	5.3
1990	105.1	105.7	-	-	1.2	.6	-	-	5.6	5.7	-	-
White- Jllar occupations:												
1981	-	63.0	66.4	67.7	-	-	5.4	2.0	-	-	-	-
1982	68.4	68.6	72.0	72.2	1.0	.3	5.0	.3	-	8.9	8.4	6.6
1983	72.8	73.2	75.5	76.0	.8	.5	3.1	.7	6.4	6.7	4.9	5.3
1984	77.0	77.2	80.1	80.7	1.3	.3	3.8	.7	5.8	5.5	6.1	6.2
1985	81.5	81.7	84.6	85.3	1.0	.2	3.5	.8	5.8	5.8	5.6	5.7
1986	86.1	86.3	89.4	90.0	.9	.2	3.6	.7	5.6	5.6	5.7	5.5
1987	90.7	90.8	93.1	94.1	.8	.1	2.5	1.1	5.3	5.2	4.1	4.6
1988	94.8	95.0	97.6	98.8	.7	.2	2.7	1.2	4.5	4.6	4.8	5.0
1989	99.6	100.0	103.4	104.2	.8	.4	3.4	.8	5.1	5.3	5.9	5.5
1990	105.5	106.0	-	-	1.2	.5	-	-	5.9	6.0	-	-
Professional specialty and technical occupations:												
1989	-	100.0	103.7	104.4	-	-	3.7	.7	-	-	-	-
1990	105.8	106.3	-	-	1.3	.5	-	-	-	6.3	-	-
Executive, administrative, and managerial occupations:												
1989	-	100.0	102.8	103.7	-	-	2.8	.9	-	-	-	-
1990	104.9	105.7	-	-	1.2	.8	-	-	-	5.7	-	-
Administrative support including clerical occupations:												
1989	-	100.0	102.4	103.0	-	-	2.4	.6	-	-	-	-
1990	104.4	104.8	-	-	1.4	.4	-	-	-	4.8	-	-
Blue-collar occupations:												
1981	-	68.1	70.8	71.9	-	-	4.0	1.6	-	-	-	-
1982	73.2	73.5	76.0	76.3	1.8	.4	3.4	.4	-	7.9	7.3	6.1
1983	77.2	77.9	79.3	79.6	1.2	.9	1.8	.4	5.5	6.0	4.3	4.3
1984	81.1	81.5	83.0	83.4	1.9	.5	1.8	.5	5.1	4.6	4.7	4.8
1985	84.6	84.8	87.1	87.5	1.4	.2	2.7	.5	4.3	4.0	4.9	4.9
1986	88.8	89.9	91.6	92.0	1.5	1.2	1.9	.4	5.0	6.0	5.2	5.1
1987	92.8	93.3	94.7	95.1	.9	.5	1.5	.4	4.5	3.8	3.4	3.4
1988	96.1	96.1	97.8	98.2	1.1	.0	1.8	.4	3.6	3.0	3.3	3.3
1989	99.5	100.0	101.9	103.3	1.3	.5	1.9	1.4	3.5	4.1	4.2	5.2
1990	104.3	105.3	-	-	1.0	1.0	-	-	4.8	5.3	-	-
Service industries:												
1981	-	62.8	66.2	67.5	-	-	5.4	2.0	-	-	-	-
1982	68.0	68.3	71.7	71.9	.7	.4	5.0	.3	-	8.8	8.3	6.5
1983	72.5	72.8	75.2	75.7	.8	.4	3.3	.7	6.6	6.6	4.9	5.3
1984	76.7	76.9	79.8	80.4	1.3	.3	3.8	.8	5.8	5.6	6.1	6.2
1985	81.2	81.4	84.4	85.1	1.0	.2	3.7	.8	5.9	5.9	5.8	5.8
1986	85.9	86.1	89.2	90.0	.9	.2	3.6	.9	5.8	5.8	5.7	5.8
1987	90.3	90.5	93.0	93.8	.3	.2	2.8	.9	5.1	5.1	4.3	4.2
1988	94.6	94.9	97.7	98.9	.9	.3	3.0	1.2	4.8	4.9	5.1	5.4
1989	99.6	100.0	103.6	104.3	.7	.4	3.6	.7	5.3	5.4	6.0	5.5
1990	105.5	106.0	-	-	1.2	.5	-	-	5.9	6.0	-	-
Service industries excluding schools:												
1981	-	66.0	69.0	70.8	-	-	4.5	2.6	-	-	-	-
1982	71.8	72.3	75.4	75.8	1.4	.7	4.3	.5	-	9.5	9.3	7.1
1983	76.9	77.7	79.0	79.6	1.5	1.0	1.7	.8	7.1	7.5	4.8	5.0

See footnotes at end of table.

Table 8. Wages and salaries, State and local Government workers: Employment Cost Index by occupational and industry group, 1981-90—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
					3 months ended--				12 months ended--			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
Service industries excluding schools:—Continued												
1984	80.5	81.3	82.6	83.1	1.1	1.0	1.6	0.6	4.7	4.6	4.6	4.4
1985	84.3	84.5	85.9	86.4	1.4	.2	1.7	.6	4.7	3.9	4.0	4.0
1986	87.4	88.0	89.6	90.6	1.2	.7	1.8	1.1	3.7	4.1	4.3	4.9
1987	91.5	92.0	93.2	93.9	1.0	.5	1.3	.8	4.7	4.5	4.0	3.6
1988	95.4	95.5	97.3	98.2	1.6	.1	1.9	.9	4.3	3.8	4.4	4.6
1989	99.1	100.0	102.5	103.0	.9	.9	2.5	.5	3.9	4.7	5.3	4.9
1990	105.4	106.4	-	-	2.3	.9	-	-	6.4	6.4	-	-
Health services:												
1985	83.3	83.3	85.5	85.8	-	.0	2.6	.4	-	-	-	-
1986	86.3	86.9	88.8	89.3	.6	.7	2.2	.6	3.6	4.3	3.9	4.1
1987	89.9	90.5	92.3	93.2	.7	.7	2.0	1.0	4.2	4.1	3.9	4.4
1988	93.8	94.4	96.7	97.7	.6	.6	2.4	1.0	4.3	4.3	4.8	4.8
1989	98.9	100.0	102.7	103.7	1.2	1.1	2.7	1.0	5.4	5.9	6.2	6.1
1990	105.5	106.1	-	-	1.7	.6	-	-	6.7	6.1	-	-
Hospitals:												
1988	94.0	94.8	97.0	97.9	-	.9	2.3	.9	-	-	-	-
1989	98.7	100.0	102.9	103.8	.8	1.3	2.9	.9	5.0	5.5	6.1	6.0
1990	105.0	105.9	-	-	1.2	.9	-	-	6.4	5.9	-	-
Educational services:												
1989	99.6	100.0	103.8	104.5	-	.4	3.8	.7	-	-	-	-
1990	105.5	106.0	-	-	1.0	.5	-	-	5.9	6.0	-	-
Schools:												
1981	-	61.8	65.4	66.6	-	-	5.8	1.8	-	-	-	-
1982	67.0	67.1	70.6	70.8	.6	.1	5.2	.3	-	8.6	8.0	6.3
1983	71.2	71.4	74.1	74.6	.6	.3	3.8	.7	6.3	6.4	5.0	5.4
1984	75.6	75.6	79.0	79.6	1.3	.0	4.5	.8	6.2	5.9	6.6	6.7
1985	80.3	80.5	84.0	84.7	.9	.2	4.3	.8	6.2	6.5	6.3	6.4
1986	85.3	85.5	89.1	89.7	.7	.2	4.2	.7	6.2	6.2	6.1	5.9
1987	90.0	90.0	92.9	93.9	.3	.0	3.2	1.1	5.5	5.3	4.3	4.7
1988	94.4	94.6	97.7	99.1	.5	.2	3.3	1.4	4.9	5.1	5.2	5.5
1989	99.7	100.0	104.0	104.7	.6	.3	4.0	.7	5.6	5.7	6.4	5.7
1990	105.5	105.9	-	-	.8	.4	-	-	5.8	5.9	-	-
Elementary and secondary schools:												
1981	-	61.2	64.9	66.1	-	-	6.0	1.8	-	-	-	-
1982	66.6	66.6	70.4	70.5	.8	.0	5.7	.1	-	8.8	8.5	6.7
1983	70.8	70.9	74.2	74.5	.4	.1	4.7	.4	6.3	6.5	5.4	5.7
1984	75.3	75.3	79.2	79.7	1.1	.0	5.2	.6	6.4	6.2	6.7	7.0
1985	80.1	80.3	84.2	84.8	.5	.2	4.9	.7	6.4	6.6	6.3	6.4
1986	85.4	85.4	89.2	89.7	.7	.0	4.4	.6	6.6	6.4	5.9	5.8
1987	89.7	89.8	93.1	93.9	.0	.1	3.7	.9	5.0	5.2	4.4	4.7
1988	94.3	94.5	97.8	99.3	.4	.2	3.5	1.5	5.1	5.2	5.0	5.8
1989	99.7	100.0	104.2	104.9	.4	.3	4.2	.7	5.7	5.8	6.5	5.6
1990	105.5	105.9	-	-	.6	.4	-	-	5.8	5.9	-	-
Colleges and universities:												
1989	99.6	100.0	102.9	104.1	-	.4	2.9	1.2	-	-	-	-
1990	105.6	105.9	-	-	1.4	.3	-	-	6.0	5.9	-	-
Public administration:												
1981	-	65.9	68.4	69.5	-	-	3.8	1.6	-	-	-	-
1982	70.8	71.4	73.7	74.2	1.9	.8	3.2	.7	-	8.3	7.7	6.8
1983	75.5	76.0	77.9	78.7	1.8	.7	2.5	1.0	6.6	6.4	5.7	6.1
1984	79.3	79.9	81.9	82.8	.8	.8	2.5	1.1	5.0	5.1	5.1	5.2
1985	83.7	83.8	86.6	87.0	1.1	.1	3.3	.5	5.5	4.9	5.7	5.1
1986	88.1	88.7	90.6	91.0	1.3	.7	2.1	.4	5.3	5.8	4.6	4.8
1987	92.6	92.9	93.9	94.7	1.8	.3	1.1	.9	5.1	4.7	3.6	4.1
1988	95.8	96.4	98.1	98.4	1.2	.6	1.8	.3	3.5	3.8	4.5	3.9
1989	99.4	100.0	102.1	102.8	1.0	.6	2.1	.7	3.8	3.7	4.1	4.5
1990	104.3	104.6	-	-	1.5	.3	-	-	4.9	4.6	-	-

- Data not available.

Table 9. Benefits, civilian, private industry, and State and local government workers: Employment Cost Index by occupational and industry group, 1979-90

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
					3 months ended--				12 months ended--			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
Civilian workers:[1]												
1981	–	62.5	64.1	65.5	–	–	2.6	2.2	–	–	–	–
1982	66.3	67.5	69.4	70.4	1.2	1.8	2.8	1.4	–	8.0	8.3	7.5
1983	72.3	73.3	74.7	75.7	2.7	1.4	1.9	1.3	9.0	8.6	7.6	7.5
1984	77.8	78.6	79.8	80.9	2.8	1.0	1.5	1.4	7.6	7.2	6.8	6.9
1985	82.3	82.4	83.6	84.1	1.7	.1	1.5	.6	5.8	4.8	4.8	4.0
1986	85.3	85.7	86.6	87.3	1.4	.5	1.1	.8	3.6	4.0	3.6	3.8
1987	88.0	88.6	89.6	90.5	.8	.7	1.1	1.0	3.2	3.4	3.5	3.7
1988	93.2	94.3	95.7	96.8	3.0	1.2	1.5	1.1	5.9	6.4	6.8	7.0
1989	98.6	100.0	101.9	103.2	1.9	1.4	1.9	1.3	5.8	6.0	6.5	6.6
1990	105.9	107.2	–	–	2.6	1.2	–	–	7.4	7.2	–	–
Private industry workers:[2]												
1979	–	–	–	53.2	–	–	–	–	–	–	–	–
1980	55.0	56.7	58.1	59.4	3.4	3.1	2.5	2.2	–	–	–	11.7
1981	62.9	63.9	65.2	66.6	5.9	1.6	2.0	2.1	14.4	12.7	12.2	12.1
1982	67.3	68.6	70.4	71.4	1.1	1.9	2.6	1.4	7.0	7.4	8.0	7.2
1983	73.4	74.5	75.7	76.7	2.8	1.5	1.6	1.3	9.1	8.6	7.5	7.4
1984	78.9	79.9	80.6	81.7	2.9	1.3	.9	1.4	7.5	7.2	6.5	6.5
1985	83.1	83.2	84.2	84.6	1.7	.1	1.2	.5	5.3	4.1	4.5	3.5
1986	85.8	86.1	87.0	87.5	1.4	.3	1.0	.6	3.2	3.5	3.3	3.4
1987	88.2	89.0	89.6	90.5	.8	.9	.7	1.0	2.8	3.4	3.0	3.4
1988	93.4	94.7	95.7	96.7	3.2	1.4	1.1	1.0	5.9	6.4	6.8	6.9
1989	98.4	100.0	101.4	102.6	1.8	1.6	1.4	1.2	5.4	5.6	6.0	6.1
1990	105.5	106.9	–	–	2.8	1.3	–	–	7.2	6.9	–	–
White-collar occupations:												
1979	–	–	–	52.1	–	–	–	–	–	–	–	–
1980	54.2	56.1	57.2	58.4	4.0	3.5	2.0	2.1	–	–	–	12.1
1981	62.2	63.0	64.2	65.7	6.5	1.3	1.9	2.3	14.8	12.3	12.2	12.5
1982	66.0	67.4	69.3	70.2	.5	2.1	2.8	1.3	6.1	7.0	7.9	6.8
1983	71.9	73.0	74.5	75.5	2.4	1.5	2.1	1.3	8.9	8.3	7.5	7.5
1984	77.8	79.0	79.7	80.9	3.0	1.5	.9	1.5	8.2	8.2	7.0	7.2
1985	82.3	82.7	83.8	84.3	1.7	.5	1.3	.6	5.8	4.7	5.1	4.2
1986	85.5	86.0	86.6	87.3	1.4	.6	.7	.8	3.9	4.0	3.3	3.6
1987	88.2	88.9	89.7	90.5	1.0	.8	.9	.9	3.2	3.4	3.6	3.7
1988	92.8	94.0	95.0	96.2	2.5	1.3	1.1	1.3	5.2	5.7	5.9	6.3
1989	98.3	100.0	101.4	102.6	2.2	1.7	1.4	1.2	5.9	6.4	6.7	6.7
1990	105.6	107.1	–	–	2.9	1.4	–	–	7.4	7.1	–	–
Blue-collar occupations:												
1979	–	–	–	54.8	–	–	–	–	–	–	–	–
1980	56.3	57.7	59.6	60.9	2.7	2.5	3.3	2.2	–	–	–	11.1
1981	64.2	65.4	66.8	68.1	5.4	1.9	2.1	1.9	14.0	13.3	12.1	11.8
1982	69.3	70.5	72.1	73.1	1.8	1.7	2.3	1.4	7.9	7.8	7.9	7.3
1983	75.6	76.7	77.6	78.4	3.4	1.5	1.2	1.0	9.1	8.8	7.6	7.3
1984	80.5	81.2	81.9	83.0	2.7	.9	.9	1.3	6.5	5.9	5.5	5.9
1985	84.1	84.1	84.7	85.1	1.3	.0	.7	.5	4.5	3.6	3.4	2.5
1986	86.3	86.5	87.4	87.7	1.4	.2	1.0	.3	2.6	2.9	3.2	3.1
1987	88.2	89.1	89.8	90.7	.6	1.0	.8	1.0	2.2	3.0	2.7	3.4
1988	94.2	95.7	96.5	97.4	3.9	1.6	.8	.9	6.8	7.4	7.5	7.4
1989	98.6	100.0	101.4	102.6	1.2	1.4	1.4	1.2	4.7	4.5	5.1	5.3
1990	105.2	106.6	–	–	2.5	1.3	–	–	6.7	6.6	–	–
Service occupations:												
1985	–	–	82.7	84.0	–	–	–	1.6	–	–	–	–
1986	84.9	85.4	86.6	87.6	1.1	.6	1.4	1.2	–	–	4.7	4.3
1987	88.2	88.4	88.7	89.7	.7	.2	.3	1.1	3.9	3.5	2.4	2.4
1988	92.1	93.4	95.1	96.8	2.7	1.4	1.8	1.8	4.4	5.7	7.2	7.9
1989	98.7	100.0	101.6	103.0	2.0	1.3	1.6	1.4	7.2	7.1	6.8	6.4
1990	106.0	107.0	–	–	2.9	.9	–	–	7.4	7.0	–	–
Goods-producing industries:[3]												
1979	–	–	–	54.6	–	–	–	–	–	–	–	–
1980	56.2	57.5	59.3	60.5	2.9	2.3	3.1	2.0	–	–	–	10.8

See footnotes at end of table.

Table 9. Benefits, civilian, private industry, and State and local government workers: Employment Cost Index by occupational and industry group, 1979-90—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
					3 months ended--				12 months ended--			
	March	June	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	Dec.
Goods-producing industries:[3]—Continued												
1981	64.2	65.5	67.0	68.2	6.1	2.0	2.3	1.8	14.2	13.9	13.0	12.7
1982	69.5	70.8	72.5	73.2	1.9	1.9	2.4	1.0	8.3	8.1	8.2	7.3
1983	75.8	76.7	77.8	78.3	3.6	1.2	1.4	.8	9.1	8.3	7.3	7.0
1984	80.4	81.3	82.1	83.2	2.7	1.1	1.0	1.3	6.1	6.0	5.5	6.3
1985	84.9	84.7	85.2	85.7	2.0	-.2	.6	.6	5.6	4.2	3.8	3.0
1986	86.8	87.4	87.9	88.3	1.3	.7	.6	.5	2.2	3.2	3.2	3.0
1987	88.7	89.4	90.0	90.9	.5	.8	.7	1.0	2.2	2.3	2.4	2.9
1988	94.4	95.7	96.5	97.3	3.9	1.4	.8	.8	6.4	7.0	7.2	7.0
1989	98.7	100.0	101.5	102.6	1.4	1.3	1.5	1.1	4.6	4.5	5.2	5.4
1990	105.7	107.2	-	-	3.0	1.4	-	-	7.1	7.2	-	-
Service-producing industries:[4]												
1979	-	-	-	51.9	-	-	-	-	-	-	-	-
1980	54.0	56.0	57.2	58.4	4.0	3.7	2.1	2.1	-	-	-	12.5
1981	61.8	62.5	63.6	65.1	5.8	1.1	1.8	2.4	14.4	11.6	11.2	11.5
1982	65.3	66.6	68.5	69.6	.3	2.0	2.9	1.6	5.7	6.6	7.7	6.9
1983	71.3	72.5	73.8	75.2	2.4	1.7	1.8	1.9	9.2	8.9	7.7	8.0
1984	77.6	78.6	79.2	80.4	3.2	1.3	.8	1.5	8.8	8.4	7.3	6.9
1985	81.4	81.9	83.2	83.6	1.2	.6	1.6	.5	4.9	4.2	5.1	4.0
1986	84.9	85.1	86.1	86.8	1.6	.2	1.2	.8	4.3	3.9	3.5	3.8
1987	87.8	88.6	89.4	90.2	1.2	.9	.9	.9	3.4	4.1	3.8	3.9
1988	92.5	93.8	94.9	96.1	2.5	1.4	1.2	1.3	5.4	5.9	6.2	6.5
1989	98.2	100.0	101.4	102.6	2.2	1.8	1.4	1.2	6.2	6.6	6.8	6.8
1990	105.3	106.6	-	-	2.6	1.2	-	-	7.2	6.6	-	-
Nonmanufacturing:												
1979	-	-	-	52.5	-	-	-	-	-	-	-	-
1980	54.6	56.5	57.8	59.1	4.0	3.5	2.3	2.2	-	-	-	12.6
1981	62.4	63.3	64.6	66.1	5.6	1.4	2.1	2.3	14.3	12.0	11.8	11.8
1982	66.4	67.8	69.6	70.6	.5	2.1	2.7	1.4	6.4	7.1	7.7	6.8
1983	72.3	73.7	74.9	76.2	2.4	1.9	1.6	1.7	8.9	8.7	7.6	7.9
1984	78.5	79.4	80.0	81.1	3.0	1.1	.8	1.4	8.6	7.7	6.8	6.4
1985	82.0	82.6	83.9	84.4	1.1	.7	1.6	.6	4.5	4.0	4.9	4.1
1986	85.5	85.9	86.9	87.5	1.3	.5	1.2	.7	4.3	4.0	3.6	3.7
1987	88.7	89.5	90.3	91.0	1.4	.9	.9	.8	3.7	4.2	3.9	4.0
1988	93.2	94.5	95.5	96.8	2.4	1.4	1.1	1.4	5.1	5.6	5.8	6.4
1989	98.2	100.0	101.4	102.8	1.4	1.8	1.4	1.4	5.4	5.8	6.2	6.2
1990	105.4	106.9	-	-	2.5	1.4	-	-	7.3	6.9	-	-
State and local government workers:												
1989	-	100.0	103.9	105.3	-	-	3.9	1.3	-	-	-	-
1990	107.5	108.3	-	-	2.1	.7	-	-	-	8.3	-	-

[1] Includes private industry and State and local government workers and excludes farm, household, and Federal Government workers.
[2] Excludes farm and household workers.
[3] Includes mining, construction, and manufacturing.
[4] Includes transportation, public utilities, trade,finance, insurance, real estate, and services.
- Data not available.

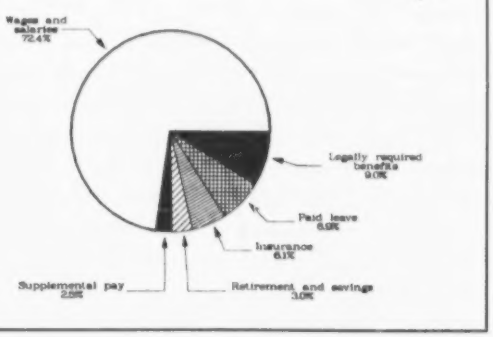
Chapter III. Employer Costs For Employee Compensation

A comprehensive analysis of employee compensation requires data not only on changes from period to period, but also on dollar costs at a given time. The compensation cost levels, published as costs per hour worked, are based on wage and benefit data collected for the ECI.

To obtain the most current cost information, the cost levels are averaged using current employment weights. Because the employment weights for the ECI remain fixed while weights for cost levels change each year as employment shifts occur, year-to-year changes in cost level estimates usually differ from changes in the ECI. Employment shifts among industries and occupations with different wage and benefit levels do not affect the ECI, but they do affect cost levels. An explanation of how the costs are calculated is presented in the appendix.

Compensation cost level estimates have been prepared for March 1990 for all workers in private industry, for industry and occupational groups, and by region and union status. These are presented in tables 10-17. Available data for 1989 are provided in tables 18-21, data for 1988 in tables 22-25, and data for 1987 in tables 26-28.

Chart 9. Components of employer costs for employee compensation, private industry, March 1990



Components of compensation costs. In March 1990, employer costs for employee compensation in private industry averaged $14.96 per hour worked. Benefits made up 27.6 percent of those costs. (See chart 9.) That figure is higher than that for earlier years for which similar data are available, and compares with 26.8 percent in March 1987. Text table 5 compares the distribution of costs among major components in 1987-90.

Text table 5. Percent distribution of components of compensation costs, private industry, March 1987-90

Compensation component	March 1987	March 1988	March 1989	March 1990
Total compensation	100.0	100.0	100.0	100.0
Wages and salaries	73.2	72.7	72.7	72.4
Total benefit costs	26.8	27.3	27.3	27.6
Paid leave	6.9	7.0	7.0	6.9
Supplemental pay	2.4	2.4	2.4	2.5
Insurance	5.4	5.6	6.0	6.1
Retirement and savings	3.6	3.3	2.9	3.0
Legally required benefits	8.4	8.8	8.9	9.0
Other benefits	0.1	0.2	0.1	(1)

[1] Less than 0.05 percent.

Legally required benefits constitute the largest cost to employers among the benefit categories, averaging $1.35 per hour worked in March 1990. They amounted to 9.0 percent of total compensation costs, compared with 8.9 percent in March 1989, 8.8 percent in March 1988, and 8.4 percent in March 1987. The large increase in the proportion from 1987 to 1988 was due to a 5-percent rise in the Social Security tax rate in 1988 (from 7.15 percent to 7.51 percent); the tax rate did not increase in 1989, but it rose 1.9 percent in 1990 (from 7.51 percent to 7.65 percent).

Social Security, the largest legally required benefit, cost employers, on average, 89 cents per hour worked—6.0 percent of all compensation costs in March 1990.

Insurance has grown the most over the past several years. Insurance items (life, health, and sickness and accident insurance) accounted for 6.1 percent of compensation in March 1990, compared with 5.4 percent in March 1987, 5.6 percent in March 1988, and 6.0 percent in March 1989. Health care costs are by far the most important of the insurance costs, and these costs rose most rapidly over the past 4 years.[11]

The retirement and savings category was the only one to decline in importance from 1987, decreasing from 3.6 percent of total compensation costs to 3.0 percent in

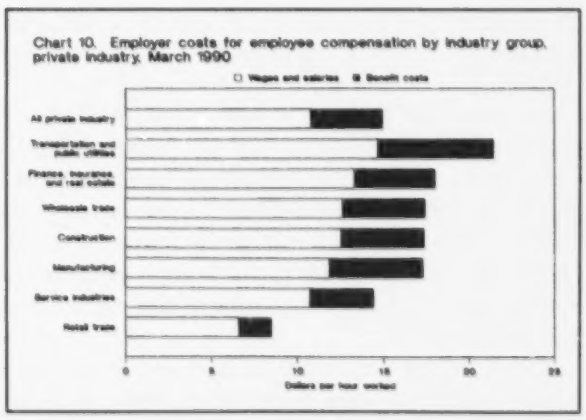
[11] Data for components of insurance are not shown separately because many survey respondents report data for all insurance items combined.

1990, although it rose slightly between March 1989 and March 1990.

Cost levels by industry group. Compensation costs per hour worked in March 1990 averaged more for workers in goods-producing industries ($17.55) than for those in service-producing industries ($13.97), as shown in text table 6. Costs in service-producing industries showed wide variation, ranging from $8.52 in retail trade to $21.48 in transportation and public utilities. Among the goods-producing industries for which data are available, compensation costs ranged from $15.59 in nondurable goods manufacturing to $18.56 in durable goods manufacturing. Also, there was wide variation in both goods- and service-producing industries in the proportion of compensation costs accounted for by benefits. Chart 10 illustrates the wide variation among industries in compensation costs and in benefits as a proportion of those costs.

Text table 6. Total compensation costs per hour worked and benefits as a proportion of those costs, by private industry group, March 1990

Industry group	Total compensation	Benefit cost as a percent of compensation
All private industry	$14.96	27.6
Goods-producing industries	17.55	30.8
Construction	17.42	28.0
Manufacturing	17.33	31.6
Durable goods	18.56	32.4
Nondurable goods	15.59	30.1
Service-producing industries	13.97	26.0
Transportation and public utilities	21.48	31.4
Wholesale trade	17.45	27.5
Retail trade	8.52	22.3
Finance, insurance, and real estate	18.04	26.0
Service industries	14.41	25.4



In general, industries with relatively high compensation costs had higher proportions of benefits to total costs. For example, transportation and public utilities, which had the highest compensation costs, also had one of the highest proportions of benefits. In contrast, retail trade had the lowest compensation costs and the lowest proportion of benefits.

Cost levels by occupational group. Compensation costs per hour worked were higher for white-collar workers ($17.59) than for blue-collar workers ($14.57) and service workers ($7.66). (See text table 7 and chart 11.) Costs for white-collar occupations varied widely, ranging from $12.12 for sales workers to $26.61 for executive, administrative, and managerial occupations. Costs for blue-collar workers ranged from $10.61 for handlers, equipment cleaners, helpers, and laborers to $18.34 for precision production, craft, and repair occupations. No breakdown in compensation costs for various service occupations (e.g., janitors, waiters and waitresses, and nursing aides) is available.

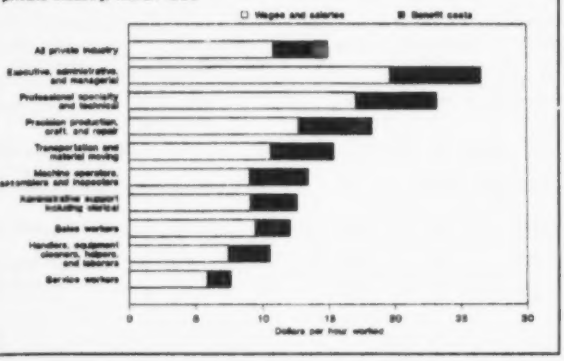
Occupations did not show the same consistent positive relationship between compensation costs and the proportion of benefits to total costs that was found for industries. The occupational groups with the highest compensation costs—professional and technical workers and executive, administrative, and managerial—were below average in benefit costs as a percentage of total compensation costs.

Text table 7. Total compensation costs per hour worked and benefits as a proportion of those costs, by occupational group, private industry, March 1990

Occupational group	Total compensation	Benefit cost as a percent of compensation
All occupations	$14.96	27.6
White-collar occupations	17.59	26.2
Professional specialty and technical	23.27	26.7
Executive, administrative, and managerial	26.61	26.1
Sales	12.12	22.0
Administrative support including clerical	12.64	28.2
Blue-collar occupations	14.57	31.1
Precision production, craft, and repair	18.34	30.6
Machine operators, assemblers, and inspectors	13.47	32.9
Transportation and material moving	15.41	31.1
Handlers, equipment cleaners, helpers, and laborers	10.61	29.8
Service occupations	7.66	23.8

In all private industry, benefits made up a larger proportion of compensation costs for blue-collar workers as a whole (31.1 percent) than for white-collar workers (26.2 percent) and service workers (23.8 percent). This relationship held when occupational groups within the blue-collar and white-collar categories were compared.

Chart 11. Employer costs for employee compensation by occupational group, private industry, March 1990



Blue- and white-collar workers also differed in the relative importance of individual benefits, as text table 8 shows.

Text table 8. Percent distribution of components of benefit cost, by occupational category, private industry, March 1990

Benefit component	All workers	White-collar	Blue-collar	Service workers
All benefits	100.0	100.0	100.0	100.0
Paid leave	24.9	29.3	19.0	19.8
Supplemental pay	9.0	7.4	11.7	6.6
Premium pay	4.1	2.0	7.5	2.7
Shift pay	1.2	0.9	1.3	1.6
Nonproduction bonuses	3.9	4.6	2.9	2.2
Insurance	22.3	22.2	22.7	20.9
Retirement and savings	10.9	11.7	10.4	7.1
Legally required benefits	32.7	29.1	35.8	45.1
Other benefits	([1])	([1])	0.2	([1])

[1] Less than 0.05 percent.

Paid leave and bonuses were relatively more important for white-collar workers, whereas premium pay and legally required benefits were more important for blue-collar workers.

Cost levels by occupation within industries. Group averages are sometimes misleading. For example, although overall average pay might be higher in one industry than another, the pay for a given occupation may be about the same in both industries or perhaps even higher in the lower pay industry. Text table 9 shows that differences in compensation costs are narrower in most cases when comparisons are made for individual occupational groups than when the overall industry costs are compared. A major exception to that relationship is service workers, whose compensation costs are substantially higher on average in goods- than in service-producing industries.

Cost levels by union status. Compensation costs averaged more for union workers than nonunion workers in private industry, in both manufacturing and nonmanufacturing industries, and also when the comparison was limited to blue-collar workers in manufacturing, as text table 10 shows.

Text table 9. Total compensation costs per hour worked by occupational groups within industries, private industry, March 1990

Occupational group	Total private	Goods-producing	Service-producing
All occupations	$14.96	$17.55	$13.97
White-collar occupations	17.59	22.44	16.64
Professional specialty and technical	23.27	25.32	22.79
Executive, administrative, and managerial	26.61	32.05	24.84
Sales	12.12	([1])	11.70
Administrative support including clerical	12.64	14.02	12.32
Blue-collar occupations	14.57	15.52	13.33
Precision production, craft, and repair	18.34	19.31	16.94
Machine operators, assemblers, and inspectors	13.47	13.83	([1])
Transportation and material moving	15.41	16.30	15.05
Handlers, equipment cleaners, helpers, and laborers	10.61	11.88	9.81
Service occupations	7.66	13.49	7.50

[1] Data not available.

Text table 10. Total compensation costs per hour worked, and benefits as a proportion of those costs, by union status and industry and occupational group, private industry, March 1990

Series	Union workers		Nonunion workers	
	Total compensation	Benefit cost as a percent of compensation	Total compensation	Benefit cost as a percent of compensation
All private industry	$18.78	33.6	$14.22	26.0
Nonmanufacturing	18.62	31.8	13.64	25.1
Manufacturing:				
All workers	19.07	36.9	16.72	29.4
Blue-collar	19.05	37.1	12.63	30.6

Benefits consistently made up a larger part of total compensation costs in union situations.

Union and nonunion cost level differences reflect a variety of influences, including variation in the distribution of union and nonunion workers among occupations and industries.

Cost levels by region. Compensation costs varied among regions in March 1990, ranging from $17.02 per hour worked in the Northeast to $13.22 in the South. The proportion of compensation costs made up of benefits was also lowest in the South but was highest in the Midwest rather than the Northeast, as shown below:

	Percent
Midwest	29.0
Northeast	27.9
West	27.0
South	26.4

Table 10. Private industry workers by major industry category: Employer costs per hour worked for employee compensation and costs as a percent of total compensation, March 1990

Compensation component	All private industry		Goods-producing industries[1]		Service-producing industries[2]		Manufacturing industries		Nonmanufacturing industries	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	$14.98	100.0	$17.55	100.0	$13.97	100.0	$17.33	100.0	$14.32	100.0
Wages and salaries	10.84	72.4	12.14	69.2	10.34	74.0	11.86	68.4	10.56	73.7
Total benefits	4.13	27.6	5.41	30.8	3.63	26.0	5.47	31.6	3.76	26.3
Paid leave	1.03	6.9	1.19	6.8	.96	6.9	1.31	7.6	.95	6.6
Vacation pay	.51	3.4	.62	3.5	.47	3.3	.67	3.9	.47	3.3
Holiday pay	.34	2.3	.43	2.4	.31	2.2	.48	2.7	.31	2.2
Sick leave	.13	.9	.10	.6	.14	1.0	.12	.7	.13	.9
Other leave pay	.04	.3	.04	.2	.05	.3	.05	.3	.04	.3
Supplemental pay	.37	2.5	.61	3.5	.28	2.0	.65	3.7	.29	2.0
Premium pay	.17	1.1	.34	1.9	.10	.7	.34	2.0	.12	.8
Nonproduction bonuses	.16	1.0	.20	1.2	.14	1.0	.22	1.3	.14	1.0
Shift pay	.05	.3	.07	.4	.04	.3	.09	.5	.03	.2
Insurance[3]	.92	6.1	1.26	7.2	.79	5.6	1.37	7.9	.80	5.6
Retirement and savings	.45	3.0	.61	3.5	.39	2.8	.56	3.3	.42	2.9
Pensions	.36	2.4	.48	2.7	.31	2.2	.42	2.4	.34	2.4
Savings and thrift	.09	.6	.14	.8	.07	.5	.14	.8	.08	.5
Legally required[4]	1.35	9.0	1.70	9.7	1.21	8.7	1.54	8.9	1.29	9.0
Social Security	.89	6.0	1.03	5.9	.84	6.0	1.02	5.9	.86	6.0
Federal unemployment insurance	.03	.2	.03	.2	.03	.2	.03	.2	.03	.2
State unemployment insurance	.09	.6	.13	.8	.08	.6	.12	.7	.09	.6
Workers' compensation	.31	2.1	.50	2.8	.23	1.7	.36	2.1	.29	2.0
Other benefits[5]	(6)	(6)	.03	.2	(6)	(6)	.04	.2	(6)	(6)

[1] Includes mining, construction, and manufacturing.
[2] Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.
[3] Includes health, life, and sickness and accident insurance.
[4] Includes railroad retirement and supplemental retirement, railroad unemployment insurance, and other legally required benefits in addition to those shown.
[5] Includes severance pay and supplemental unemployment benefits.
[6] Cost per hour worked is $0.01 or less.

Table 11. Private industry workers by major occupational category: Employer costs per hour worked for employee compensation and costs as a percent of total compensation, March 1990

Compensation component	All private industry		White-collar occupations		Blue-collar occupations		Service occupations	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	$14.96	100.0	$17.59	100.0	$14.57	100.0	$7.66	100.0
Wages and salaries	10.84	72.4	12.99	73.8	10.04	68.9	5.84	76.2
Total benefits	4.13	27.6	4.60	26.2	4.53	31.1	1.82	23.8
Paid leave	1.03	6.9	1.35	7.7	.86	5.9	.36	4.7
Vacation pay	.51	3.4	.65	3.7	.46	3.1	.19	2.4
Holiday pay	.34	2.3	.45	2.6	.30	2.1	.11	1.4
Sick leave	.13	.9	.19	1.1	.07	.5	.06	.7
Other leave pay	.04	.3	.06	.4	.03	.2	([1])	([1])
Supplemental pay	.37	2.5	.34	1.9	.53	3.6	.12	1.6
Premium pay	.17	1.1	.09	.5	.34	2.3	.05	.7
Nonproduction bonuses	.16	1.0	.21	1.2	.13	.9	.04	.5
Shift pay	.05	.3	.04	.2	.06	.4	.03	.4
Insurance[2]	.92	6.1	1.02	5.8	1.03	7.0	.38	4.9
Retirement and savings	.45	3.0	.54	3.1	.47	3.2	.13	1.7
Pensions	.36	2.4	.40	2.3	.41	2.8	.11	1.4
Savings and thrift	.09	.6	.14	.8	.06	.4	.02	.3
Legally required[3]	1.35	9.0	1.34	7.6	1.62	11.1	.82	10.8
Social Security	.89	6.0	1.04	5.9	.87	6.0	.49	6.5
Federal unemployment insurance	.03	.2	.03	.2	.03	.2	.03	.4
State unemployment insurance	.09	.6	.09	.5	.12	.8	.07	.9
Workers' compensation	.31	2.1	.16	.9	.56	3.9	.22	2.9
Other benefits[4]	([1])	([1])	([1])	([1])	.02	.2	([1])	([1])

[1] Cost per hour worked is $0.01 or less.
[2] Includes health, life, and sickness and accident insurance.
[3] Includes railroad retirement and supplemental retirement, railroad unemployment insurance, and other legally required benefits in addition to those shown.
[4] Includes severance pay and supplemental unemployment benefits.

Table 12. Private industry workers by region and bargaining status: Employer costs per hour worked for employee compensation and costs as a percent of total compensation, March 1990

Compensation component	Region								Bargaining status			
	Northeast		South		Midwest		West		Union		Nonunion	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	$17.02	100.0	$13.22	100.0	$14.62	100.0	$15.73	100.0	$18.78	100.0	$14.22	100.0
Wages and salaries	12.27	72.1	9.73	73.6	10.38	71.0	11.48	73.0	12.47	66.4	10.52	74.0
Total benefits	4.75	27.9	3.49	26.4	4.24	29.0	4.25	27.0	6.30	33.6	3.70	26.0
Paid leave	1.28	7.5	.85	6.4	1.00	6.9	1.02	6.5	1.35	7.2	.96	6.8
Vacation pay	.60	3.5	.43	3.2	.53	3.6	.50	3.2	.73	3.9	.47	3.3
Holiday pay	.42	2.5	.29	2.2	.33	2.3	.36	2.3	.43	2.3	.33	2.3
Sick leave	.18	1.1	.10	.8	.10	.7	.13	.8	.14	.7	.13	.9
Other leave pay	.07	.4	.04	.3	.04	.2	.03	.2	.05	.3	.04	.3
Supplemental pay	.39	2.3	.30	2.3	.45	3.0	.36	2.3	.66	3.5	.31	2.2
Premium pay	.17	1.0	.15	1.1	.19	1.3	.16	1.0	.44	2.3	.11	.8
Nonproduction bonuses	.16	.9	.12	.9	.20	1.4	.16	1.0	.12	.6	.16	1.1
Shift pay	.06	.4	.04	.3	.05	.3	.04	.2	.11	.6	.03	.2
Insurance[1]	1.07	6.3	.77	5.8	.97	6.6	.92	5.8	1.56	8.3	.79	5.6
Retirement and savings	.54	3.2	.34	2.6	.48	3.3	.47	3.0	.84	4.5	.37	2.6
Pensions	.45	2.6	.25	1.9	.41	2.8	.37	2.3	.78	4.1	.28	2.0
Savings and thrift	.10	.6	.09	.7	.07	.5	.11	.7	.07	.4	.10	.7
Legally required[2]	1.45	8.5	1.22	9.2	1.32	9.0	1.46	9.3	1.83	9.8	1.25	8.8
Social Security	1.00	5.9	.81	6.1	.87	5.9	.93	5.9	1.08	5.7	.86	6.0
Federal unemployment insurance	.03	.2	.03	.2	.03	.2	.03	.2	.03	.2	.03	.2
State unemployment insurance	.10	.6	.07	.5	.11	.7	.10	.6	.13	.7	.09	.6
Workers' compensation	.28	1.7	.29	2.2	.28	1.9	.40	2.5	.52	2.7	.27	1.9
Other benefits[3]	(4)	(4)	(4)	(4)	.02	.2	(4)	(4)	.05	.2	(4)	(4)

[1] Includes health, life, and sickness and accident insurance.

[2] Includes railroad retirement and supplemental retirement, railroad unemployment insurance, and other legally required benefits in addition to those shown.

[3] Includes severance pay and supplemental unemployment benefits.

[4] Cost per hour worked is $0.01 or less.

Table 13. Private industry workers by occupational and industry group: Employer costs per hour worked for employee compensation and costs as a percent of total compensation, March 1990

Series	Total compensation	Wage and salaries	Benefit costs						
			Total	Paid Leave	Supplemental pay	Insurance	Retirement and savings	Legally required	Other benefits[1]
	Cost per hour worked								
Private industry workers	$14.96	$10.84	$4.13	$1.03	$0.37	$0.92	$0.45	$1.35	[2]
Occupational group									
White-collar occupations	17.59	12.99	4.60	1.35	.34	1.02	.54	1.34	[2]
Professional specialty and technical	23.27	17.07	6.20	1.92	.44	1.29	.80	1.74	$0.02
Executive, administrative, managerial	26.61	19.65	6.96	2.30	.61	1.29	.89	1.85	.02
Sales workers	12.12	9.46	2.66	.63	.17	.60	.24	1.01	[2]
Administrative support including clerical	12.64	9.08	3.56	.95	.25	.98	.37	1.00	[2]
Blue-collar occupations	14.57	10.04	4.53	.86	.53	1.03	.47	1.62	.02
Precision production, craft, and repair	18.34	12.73	5.61	1.12	.62	1.18	.65	2.01	.03
Machine operators, assemblers, and inspectors	13.47	9.04	4.43	.88	.64	1.13	.38	1.36	.04
Transportation and material moving	15.41	10.62	4.79	.88	.46	1.03	.54	1.87	[2]
Handlers, equipment cleaners, helpers, and laborers	10.61	7.45	3.16	.51	.33	.73	.31	1.27	[2]
Service occupations	7.66	5.84	1.82	.36	.12	.38	.13	.82	[2]
Industry group									
Goods-producing industries[3]	17.55	12.14	5.41	1.19	.61	1.26	.61	1.70	.03
Construction	17.42	12.55	4.87	.63	.46	.83	.71	2.22	.02
Manufacturing industries	17.33	11.86	5.47	1.31	.65	1.37	.56	1.54	.04
Durables	18.56	12.54	6.02	1.45	.77	1.52	.60	1.64	.05
Nondurables	15.59	10.89	4.69	1.12	.48	1.15	.52	1.40	.02
Service-producing industries[4]	13.97	10.34	3.63	.96	.28	.79	.39	1.21	[2]
Transportation and public utilities	21.48	14.74	6.74	1.77	.43	1.55	.93	2.03	.02
Wholesale trade	17.45	12.65	4.80	1.23	.46	1.12	.51	1.47	.02
Retail trade	8.52	6.62	1.90	.37	.16	.38	.13	.86	[2]
Finance, insurance, and real estate	18.04	13.35	4.69	1.49	.25	1.16	.54	1.23	[2]
Services	14.41	10.75	3.67	1.02	.30	.74	.39	1.21	[2]
	Percent of total compensation								
Private industry workers	100.0	72.4	27.6	6.9	2.5	6.1	3.0	9.0	[2]
Occupational group									
White-collar occupations	100.0	73.8	26.2	7.7	1.9	5.8	3.1	7.6	[2]
Professional specialty and technical	100.0	73.3	26.7	8.2	1.9	5.5	3.5	7.5	0.1
Executive, administrative, managerial	100.0	73.9	26.1	8.6	2.3	4.8	3.3	7.0	.1
Sales workers	100.0	78.0	22.0	5.2	1.4	5.0	2.0	8.4	[2]
Administrative support including clerical	100.0	71.8	28.2	7.5	2.0	7.8	2.9	7.9	[2]
Blue-collar occupations	100.0	68.9	31.1	5.9	3.6	7.0	3.2	11.1	.2
Precision production, craft, and repair	100.0	69.4	30.6	6.1	3.4	6.4	3.6	10.9	.2
Machine operators, assemblers, and inspectors	100.0	67.1	32.9	6.5	4.8	8.4	2.8	10.1	.3
Transportation and material moving	100.0	68.9	31.1	5.7	3.0	6.7	3.5	12.1	[2]
Handlers, equipment cleaners, helpers, and laborers	100.0	70.2	29.8	4.8	3.1	6.9	2.9	11.9	[2]
Service occupations	100.0	76.2	23.8	4.7	1.6	4.9	1.7	10.8	[2]
Industry group									
Goods-producing industries[3]	100.0	69.2	30.8	6.8	3.5	7.2	3.5	9.7	.2
Construction	100.0	72.0	28.0	3.6	2.6	4.8	4.1	12.7	.1
Manufacturing industries	100.0	68.4	31.6	7.6	3.7	7.9	3.3	8.9	.2
Durables	100.0	67.6	32.4	7.8	4.1	8.2	3.2	8.8	.3
Nondurables	100.0	69.9	30.1	7.2	3.1	7.4	3.3	9.0	.1
Service-producing industries[4]	100.0	74.0	26.0	6.9	2.0	5.6	2.8	8.7	[2]
Transportation and public utilities	100.0	68.6	31.4	8.3	2.0	7.2	4.3	9.5	.1
Wholesale trade	100.0	72.5	27.5	7.1	2.6	6.4	2.9	8.4	.1
Retail trade	100.0	77.7	22.3	4.3	1.8	4.5	1.5	10.1	[2]
Finance, insurance, and real estate	100.0	74.0	26.0	8.3	1.4	6.4	3.0	6.8	[2]
Services	100.0	74.6	25.4	7.0	2.1	5.2	2.7	8.4	[2]

[1] Includes severance pay and supplemental unemployment benefits.
[2] Cost per hour worked is $0.01 or less.
[3] Includes mining, construction, and manufacturing.
[4] Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

Table 14. Workers in private goods-producing and service-producing industries by occupational group: Employer costs per hour worked for employee compensation and costs as a percent of total compensation, March 1990

Series	Total compensation	Wage and salaries	Benefit costs						
			Total	Paid Leave	Supplemental pay	Insurance	Retirement and savings	Legally required	Other benefits[1]
	Cost per hour worked								
All workers, goods-producing industries[2]	$17.55	$12.14	$5.41	$1.19	$0.61	$1.26	$0.61	$1.70	$0.03
White-collar occupations	22.44	16.06	6.38	1.91	.51	1.51	.77	1.67	.03
Professional specialty and technical	25.32	17.98	7.34	2.28	.40	1.76	.98	1.87	.04
Executive, administrative, managerial	32.05	23.31	8.75	2.92	.81	1.87	1.12	2.21	.03
Administrative support including clerical	14.02	9.74	4.28	1.03	.42	1.23	.42	1.15	.02
Blue-collar occupations	15.52	10.50	5.02	.89	.66	1.15	.55	1.73	.04
Precision production, craft, and repair	19.31	13.21	6.10	1.05	.74	1.26	.78	2.23	.04
Machine operators, assemblers, and inspectors	13.83	9.17	4.66	.92	.70	1.22	.40	1.38	.05
Transportation and material moving	16.30	10.93	5.36	.87	.68	1.18	.71	1.91	.02
Handlers, equipment cleaners, helpers, and laborers	11.88	8.23	3.65	.53	.41	.81	.38	1.51	[3]
Service occupations	13.49	9.15	4.34	.91	.50	1.14	.48	1.29	.03
All workers, service-producing industries[4]	13.97	10.34	3.63	.96	.28	.79	.39	1.21	[3]
White-collar occupations	16.64	12.38	4.25	1.24	.31	.93	.49	1.27	[3]
Professional specialty and technical	22.79	16.85	5.94	1.83	.45	1.17	.76	1.70	[3]
Executive, administrative, managerial	24.84	18.46	6.38	2.10	.55	1.16	.81	1.74	[3]
Sales workers	11.70	9.15	2.55	.60	.17	.57	.23	.98	[3]
Administrative support including clerical	12.32	8.93	3.40	.93	.21	.93	.36	.97	[3]
Blue-collar occupations	13.33	9.44	3.89	.83	.36	.86	.37	1.47	[3]
Precision production, craft, and repair	16.94	12.03	4.91	1.24	.45	1.06	.47	1.68	[3]
Transportation and material moving	15.05	10.49	4.56	.89	.37	.97	.47	1.85	[3]
Handlers, equipment cleaners, helpers, and laborers	9.81	6.96	2.85	.49	.28	.69	.26	1.12	[3]
Service occupations	7.50	5.75	1.75	.35	.11	.35	.12	.81	[3]
	Percent of total compensation								
All workers, goods-producing industries[2]	100.0	69.2	30.8	6.8	3.5	7.2	3.5	9.7	0.2
White-collar occupations	100.0	71.6	28.4	8.5	2.3	6.7	3.4	7.4	.1
Professional specialty and technical	100.0	71.0	29.0	9.0	1.6	7.0	3.9	7.4	.2
Executive, administrative, managerial	100.0	72.7	27.3	9.1	2.5	5.2	3.5	6.9	.1
Administrative support including clerical	100.0	69.5	30.5	7.4	3.0	8.8	3.0	8.2	.1
Blue-collar occupations	100.0	67.7	32.3	5.7	4.2	7.4	3.5	11.2	.2
Precision production, craft, and repair	100.0	68.4	31.6	5.4	3.8	6.5	4.0	11.5	.2
Machine operators, assemblers, and inspectors	100.0	66.3	33.7	6.6	5.1	8.8	2.9	10.0	.3
Transportation and material moving	100.0	67.1	32.9	5.3	4.2	7.2	4.4	11.7	.1
Handlers, equipment cleaners, helpers, and laborers	100.0	69.3	30.7	4.5	3.5	6.8	3.2	12.7	[3]
Service occupations	100.0	67.8	32.2	6.7	3.7	8.4	3.6	9.5	.3
All workers, service-producing industries[4]	100.0	74.0	26.0	6.9	2.0	5.6	2.8	8.7	[3]
White-collar occupations	100.0	74.4	25.6	7.5	1.9	5.6	3.0	7.8	[3]
Professional specialty and technical	100.0	73.9	26.1	8.0	2.0	5.2	3.3	7.5	[3]
Executive, administrative, managerial	100.0	74.3	25.7	8.4	2.2	4.7	3.3	7.0	[3]
Sales workers	100.0	78.2	21.8	5.1	1.5	4.8	2.0	8.4	[3]
Administrative support including clerical	100.0	72.4	27.6	7.5	1.7	7.5	2.9	7.9	[3]
Blue-collar occupations	100.0	70.8	29.2	6.2	2.7	6.4	2.8	11.0	[3]
Precision production, craft, and repair	100.0	71.0	29.0	7.3	2.6	6.3	2.7	9.9	[3]
Transportation and material moving	100.0	69.7	30.3	5.9	2.5	6.5	3.1	12.3	[3]
Handlers, equipment cleaners, helpers, and laborers	100.0	71.0	29.0	5.0	2.9	7.0	2.7	11.4	[3]
Service occupations	100.0	76.6	23.4	4.6	1.5	4.7	1.7	10.8	[3]

[1] Includes severance pay and supplemental unemployment benefits.
[2] Includes mining, construction, and manufacturing.
[3] Cost per hour worked is $0.01 or less.
[4] Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

Table 15. Workers in private manufacturing and nonmanufacturing industries by occupational group: Employer costs per hour worked for employee compensation and costs as a percent of total compensation, March 1990

Series	Total compensation	Wage and salaries	Benefit costs						
			Total	Paid Leave	Supplemental pay	Insurance	Retirement and savings	Legally required	Other benefits[1]
	Cost per hour worked								
All workers, manufacturing industries	$17.33	$11.86	$5.47	$1.31	$0.65	$1.37	$0.56	$1.54	$0.04
White-collar occupations	22.44	15.97	6.46	1.94	.51	1.58	.76	1.64	.03
Professional specialty and technical	25.03	17.76	7.27	2.27	.41	1.76	.93	1.86	.04
Executive, administrative, managerial	32.53	23.59	8.93	3.02	.79	1.81	1.14	2.13	.03
Administrative support including clerical	14.19	9.72	4.47	1.08	.47	1.31	.44	1.16	.02
Blue-collar occupations	14.94	9.92	5.02	1.02	.72	1.27	.47	1.50	.04
Precision production, craft, and repair	19.36	12.86	6.50	1.49	.92	1.54	.68	1.83	.05
Machine operators, assemblers, and inspectors	13.81	9.15	4.66	.92	.70	1.22	.39	1.38	.05
Transportation and material moving	16.00	10.61	5.39	.99	.69	1.28	.64	1.77	.02
Handlers, equipment cleaners, helpers, and laborers	11.66	7.82	3.84	.65	.50	1.01	.33	1.33	.02
Service occupations	13.65	9.23	4.42	.94	.49	1.17	.49	1.29	.04
All workers, nonmanufacturing industries	14.32	10.56	3.76	.95	.29	.80	.42	1.29	[2]
White-collar occupations	16.82	12.52	4.31	1.26	.32	.94	.50	1.29	[2]
Professional specialty and technical	25.25	18.75	6.50	2.13	.57	1.17	.83	1.79	[2]
Executive, administrative, managerial	11.77	9.20	2.57	.60	.17	.57	.24	.99	[2]
Sales workers	12.36	8.96	3.40	.92	.21	.93	.36	.98	[2]
Administrative support including clerical	17.89	12.67	5.22	.97	.49	1.02	.64	2.08	.02
Blue-collar occupations	14.30	10.13	4.17	.75	.39	.85	.47	1.70	[2]
Precision production, craft, and repair	11.60	8.44	3.16	.66	.33	.61	.29	1.26	[2]
Transportation and material moving	10.27	7.33	2.94	.46	.28	.64	.30	1.25	[2]
Handlers, equipment cleaners, helpers, and laborers	7.50	5.75	1.75	.35	.11	.35	.12	.81	[2]
Service occupations	7.50	5.75	1.75	.35	.11	.35	.12	.81	[2]
	Percent of total compensation								
All workers, manufacturing industries	100.0	68.4	31.6	7.6	3.7	7.9	3.3	8.9	0.2
White-collar occupations	100.0	71.2	28.8	8.7	2.3	7.0	3.4	7.3	.1
Professional specialty and technical	100.0	71.0	29.0	9.1	1.6	7.0	3.7	7.4	.2
Executive, administrative, managerial	100.0	72.5	27.5	9.3	2.4	5.6	3.5	6.6	.1
Administrative support including clerical	100.0	68.5	31.5	7.6	3.3	9.2	3.1	8.2	.1
Blue-collar occupations	100.0	66.4	33.6	6.8	4.8	8.5	3.1	10.1	.3
Precision production, craft, and repair	100.0	66.4	33.6	7.7	4.7	7.9	3.5	9.5	.3
Machine operators, assemblers, and inspectors	100.0	66.3	33.7	6.7	5.1	8.9	2.9	10.0	.3
Transportation and material moving	100.0	66.3	33.7	6.2	4.3	8.0	4.0	11.1	.1
Handlers, equipment cleaners, helpers, and laborers	100.0	67.1	32.9	5.6	4.3	8.7	2.8	11.4	.1
Service occupations	100.0	67.6	32.4	6.9	3.6	8.6	3.6	9.5	.3
All workers, nonmanufacturing industries	100.0	73.7	26.3	6.6	2.0	5.6	2.9	9.0	[2]
White-collar occupations	100.0	74.4	25.6	7.5	1.9	5.6	3.0	7.6	[2]
Professional specialty and technical	100.0	74.2	25.8	8.5	2.3	4.6	3.3	7.1	[2]
Executive, administrative, managerial	100.0	78.2	21.8	5.1	1.5	4.8	2.0	8.4	[2]
Sales workers	100.0	72.5	27.5	7.5	1.7	7.5	2.9	7.9	[2]
Administrative support including clerical	100.0	70.8	29.2	5.4	2.7	5.7	3.6	11.6	.1
Blue-collar occupations	100.0	70.8	29.2	5.2	2.7	6.0	3.3	11.9	[2]
Precision production, craft, and repair	100.0	72.8	27.2	5.7	2.8	5.3	2.5	10.9	[2]
Transportation and material moving	100.0	71.4	28.6	4.5	2.7	6.3	2.9	12.1	[2]
Handlers, equipment cleaners, helpers, and laborers	100.0	76.6	23.4	4.6	1.5	4.7	1.7	10.8	[2]
Service occupations	100.0	76.6	23.4	4.6	1.5	4.7	1.7	10.8	[2]

[1] Includes severance pay and supplemental unemployment benefits.

[2] Cost per hour worked is $0.01 or less.

Table 16. Private industry workers by bargaining status and major occupational and industry category: Employer costs per hour worked for employee compensation and costs as a percent of total compensation, March 1990

Series	Total compensation	Wage and salaries	Benefit costs						
			Total	Paid Leave	Supplemental pay	Insurance	Retirement and savings	Legally required	Other benefits[1]
	Cost per hour worked								
All union workers, private industry	$18.78	$12.47	$6.30	$1.35	$0.66	$1.56	$0.84	$1.83	$0.05
Blue-collar occupations	20.05	12.94	7.11	1.38	.84	1.75	1.00	2.07	.07
Goods-producing industries	20.61	13.20	7.41	1.36	.97	1.85	1.06	2.08	.09
Service-producing industries	17.39	11.93	5.46	1.35	.43	1.34	.68	1.64	[2]
Manufacturing	19.07	12.03	7.04	1.49	1.03	1.83	.77	1.82	.10
Blue-collar occupations	19.05	11.97	7.07	1.47	1.04	1.85	.77	1.84	.10
Nonmanufacturing	18.62	12.71	5.92	1.28	.47	1.42	.88	1.84	.02
All nonunion workers, private industry	14.22	10.52	3.70	.96	.31	.79	.37	1.25	[2]
Blue-collar occupations	12.12	8.75	3.37	.63	.39	.70	.24	1.41	[2]
Goods-producing industries	16.52	11.78	4.73	1.14	.49	1.06	.46	1.58	[2]
Service-producing industries	13.47	10.10	3.36	.90	.25	.71	.35	1.15	[2]
Manufacturing	16.72	11.80	4.92	1.25	.52	1.20	.49	1.44	.02
Blue-collar occupations	12.63	8.77	3.86	.76	.54	.94	.30	1.31	[2]
Nonmanufacturing	13.64	10.22	3.42	.89	.26	.70	.35	1.21	[2]
	Percent of total compensation								
All union workers, private industry	100.0	66.4	33.6	7.2	3.5	8.3	4.5	9.8	0.2
Blue-collar occupations	100.0	64.5	35.5	6.9	4.2	8.7	5.0	10.3	.3
Goods-producing industries	100.0	64.0	36.0	6.6	4.7	9.0	5.1	10.1	.4
Service-producing industries	100.0	68.6	31.4	7.8	2.5	7.7	3.9	9.5	[2]
Manufacturing	100.0	63.1	36.9	7.8	5.4	9.6	4.1	9.6	.5
Blue-collar occupations	100.0	62.9	37.1	7.7	5.4	9.7	4.0	9.7	.5
Nonmanufacturing	100.0	68.2	31.8	6.9	2.5	7.6	4.7	9.9	.1
All nonunion workers, private industry	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Blue-collar occupations	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Goods-producing industries	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Service-producing industries	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Manufacturing	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Blue-collar occupations	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Nonmanufacturing	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

[1] Includes severance pay and supplemental unemployment benefits.

[2] Cost per hour worked is $0.01 or less.

Table 17. Workers in aerospace industries by industry and occupational group: Employer costs for employee compensation and costs as a percent of total compensation, March 1990

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required	Other benefits[1]
	Cost per hour worked								
Aircraft and parts manufacturing (SIC 372)	$23.42	$15.78	$7.63	$2.03	$1.25	$1.87	$0.68	$1.77	$0.03
White-collar workers	25.56	17.79	7.76	2.35	.88	1.88	.81	1.80	.04
Professional specialty and technical	26.97	19.00	7.97	2.51	.76	1.90	.82	1.94	.04
Blue-collar workers	21.10	13.57	7.52	1.68	1.69	1.86	.53	1.74	.02
Precision production, craft, and repair	22.19	14.47	7.72	1.80	1.64	1.89	.54	1.83	.02
Machine operators, inspectors, and assemblers	19.89	12.60	7.30	1.52	1.76	1.80	.54	1.65	.03
Aircraft manufacturing (SIC 3721)	24.17	16.32	7.84	2.16	1.27	1.84	.76	1.79	[2]
White-collar workers	25.51	17.71	7.80	2.40	.87	1.82	.89	1.81	[2]
Blue-collar workers	22.22	14.26	7.96	1.80	1.93	1.88	.56	1.79	[2]
Aircraft engines and parts manufacturing (SIC 3724)	23.41	15.64	7.77	2.06	1.08	2.30	.48	1.75	.09
Aircraft parts and equipment manufacturing, not elsewhere classified (SIC 3728)	21.71	14.69	7.02	1.71	1.36	1.53	.69	1.72	.02
Guided missiles and space vehicles manufacturing (SIC 3761)	27.09	19.03	8.06	2.50	.91	1.95	.93	1.76	[2]
	Percent of total compensation								
Aircraft and parts manufacturing (SIC 372)	100.0	67.4	32.6	8.7	5.4	8.0	2.9	7.5	0.1
White-collar workers	100.0	69.6	30.4	9.2	3.4	7.4	3.2	7.0	.1
Professional specialty and technical	100.0	70.4	29.6	9.3	2.8	7.0	3.0	7.2	.2
Blue-collar workers	100.0	64.3	35.7	7.9	8.0	8.8	2.5	8.3	.1
Precision production, craft, and repair	100.0	65.2	34.8	8.1	7.4	8.5	2.4	8.2	.1
Machine operators, inspectors, and assemblers	100.0	63.3	36.7	7.6	8.8	9.0	2.7	8.3	.1
Aircraft manufacturing (SIC 3721)	100.0	67.5	32.5	8.9	5.3	7.6	3.1	7.4	[2]
White-collar workers	100.0	69.4	30.6	9.4	3.4	7.1	3.5	7.1	[2]
Blue-collar workers	100.0	64.2	35.8	8.1	8.7	8.4	2.5	8.1	[2]
Aircraft engines and parts manufacturing (SIC 3724)	100.0	66.8	33.2	8.8	4.6	9.8	2.0	7.5	.4
Aircraft parts and equipment manufacturing, not elsewhere classified (SIC 3728)	100.0	67.6	32.4	7.9	6.3	7.0	3.2	7.9	.1
Guided missiles and space vehicles manufacturing (SIC 3761)	100.0	70.2	29.8	9.2	3.3	7.2	3.4	6.5	[2]

[1] Includes severance pay and supplemental unemployment benefits.

[2] Cost per hour worked is $0.01 or less.

Table 18. Private industry workers by major industry category: Employer costs per hour worked for employee compensation and costs as a percent of total compensation, March 1989

Compensation component	All private industry		Goods-producing industries[1]		Service-producing industries[2]		Manufacturing industries		Nonmanufacturing industries	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	$14.28	100.0	$17.21	100.0	$13.12	100.0	$17.16	100.0	$13.46	100.0
Wages and salaries	10.38	72.7	11.90	69.2	9.77	74.5	11.71	68.2	10.00	74.3
Total benefits	3.90	27.3	5.30	30.8	3.35	25.5	5.45	31.8	3.46	25.7
Paid leave	1.00	7.0	1.20	7.0	.92	7.0	1.33	7.7	.91	6.8
Vacation pay	.50	3.5	.62	3.6	.45	3.4	.68	3.9	.45	3.3
Holiday pay	.34	2.4	.43	2.5	.30	2.3	.49	2.8	.30	2.2
Sick leave	.12	.9	.10	.6	.13	1.0	.12	.7	.13	.9
Other leave pay	.04	.3	.04	.2	.04	.3	.04	.3	.04	.3
Supplemental pay	.34	2.4	.60	3.5	.23	1.8	.65	3.8	.25	1.8
Premium pay	.17	1.2	.37	2.2	.09	.7	.40	2.3	.11	.8
Nonproduction bonuses	.12	.8	.15	.8	.10	.8	.15	.9	.11	.8
Shift pay	.05	.3	.08	.5	.03	.3	.10	.6	.03	.2
Insurance[3]	.85	6.0	1.28	7.4	.68	5.2	1.40	8.1	.70	5.2
Retirement and savings	.42	2.9	.57	3.3	.36	2.7	.54	3.2	.39	2.9
Pensions	.34	2.4	.45	2.6	.30	2.3	.41	2.4	.32	2.4
Savings and thrift	.08	.6	.12	.7	.06	.5	.13	.8	.07	.5
Legally required[4]	1.27	8.9	1.61	9.3	1.14	8.7	1.48	8.6	1.21	9.0
Social Security	.84	5.9	1.00	5.8	.77	5.9	1.00	5.9	.79	5.9
Federal unemployment insurance	.03	.2	.03	.2	.03	.2	.03	.2	.03	.2
State unemployment insurance	.11	.8	.16	.9	.09	.7	.15	.9	.10	.7
Workers' compensation	.27	1.9	.41	2.4	.21	1.6	.29	1.7	.26	1.9
Other benefits[5]	.02	.1	.05	.3	(6)	(6)	.05	.3	(6)	(6)

[1] Includes mining, construction, and manufacturing.
[2] Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.
[3] Includes health, life, and sickness and accident insurance.
[4] Includes railroad retirement and supplemental retirement, railroad unemployment insurance, and other legally required benefits in addition to those shown.
[5] Includes severance pay and supplemental unemployment benefits.
[6] Cost per hour worked is $0.01 or less.

Table 19. Private industry workers by major occupational category: Employer costs per hour worked for employee compensation and costs as a percent of total compensation, March 1989

Compensation component	All private industry		White-collar occupations		Blue-collar occupations		Service occupations	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	$14.28	100.0	$16.57	100.0	$14.35	100.0	$7.16	100.0
Wages and salaries	10.38	72.7	12.29	74.2	9.91	69.1	5.50	76.8
Total benefits	3.90	27.3	4.28	25.8	4.44	30.9	1.66	23.2
Paid leave	1.00	7.0	1.30	7.9	.87	6.1	.34	4.8
Vacation pay	.50	3.5	.63	3.8	.46	3.2	.18	2.5
Holiday pay	.34	2.4	.43	2.6	.31	2.2	.10	1.4
Sick leave	.12	.9	.19	1.1	.07	.5	.05	.7
Other leave pay	.04	.3	.06	.3	.03	.2	[1]	[1]
Supplemental pay	.34	2.4	.29	1.7	.53	3.7	.10	1.4
Premium pay	.17	1.2	.09	.5	.37	2.5	.05	.7
Nonproduction bonuses	.12	.8	.16	1.0	.09	.6	.02	.3
Shift pay	.05	.3	.04	.2	.07	.5	.03	.4
Insurance[2]	.85	6.0	.92	5.5	1.02	7.1	.32	4.5
Retirement and savings	.42	2.9	.50	3.0	.45	3.1	.11	1.6
Pensions	.34	2.4	.38	2.3	.40	2.8	.09	1.3
Savings and thrift	.08	.6	.12	.7	.05	.4	.02	.3
Legally required[3]	1.27	8.9	1.25	7.6	1.53	10.7	.78	10.9
Social Security	.84	5.9	.96	5.8	.84	5.9	.46	6.4
Federal unemployment insurance	.03	.2	.03	.2	.03	.2	.03	.4
State unemployment insurance	.11	.8	.10	.6	.14	.9	.08	1.2
Workers' compensation	.27	1.9	.15	.9	.48	3.4	.20	2.8
Other benefits[4]	.02	.1	[1]	[1]	.03	.2	[1]	[1]

[1] Cost per hour worked is $0.01 or less.
[2] Includes health, life, and sickness and accident insurance.
[3] Includes railroad retirement and supplemental retirement, railroad unemployment insurance, and other legally required benefits in addition to those shown.
[4] Includes severance pay and supplemental unemployment benefits.

Table 20. Private industry workers by region and bargaining status: Employer costs per hour worked for employee compensation and costs as a percent of total compensation, March 1989

Compensation component	Region								Bargaining status			
	Northeast		South		Midwest		West		Union		Nonunion	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	$16.18	100.0	$12.54	100.0	$14.26	100.0	$15.00	100.0	$18.25	100.0	$13.48	100.0
Wages and salaries	11.69	72.3	9.25	73.7	10.15	71.2	11.03	73.5	12.11	66.4	10.03	74.4
Total benefits	4.48	27.7	3.29	26.3	4.11	28.8	3.97	26.5	6.14	33.6	3.45	25.6
Paid leave	1.26	7.8	.82	6.5	1.00	7.0	1.01	6.7	1.33	7.3	.94	7.0
Vacation pay	.59	3.7	.41	3.3	.53	3.7	.50	3.3	.71	3.9	.46	3.4
Holiday pay	.42	2.6	.28	2.2	.33	2.3	.35	2.3	.44	2.4	.32	2.4
Sick leave	.18	1.1	.10	.8	.10	.7	.14	.9	.12	.7	.13	.9
Other leave pay	.07	.4	.03	.3	.03	.2	.03	.2	.05	.3	.04	.3
Supplemental pay	.38	2.3	.28	2.3	.41	2.9	.29	1.9	.69	3.8	.27	2.0
Premium pay	.18	1.1	.16	1.2	.22	1.5	.15	1.0	.47	2.6	.11	.9
Nonproduction bonuses	.14	.8	.09	.7	.14	1.0	.10	.7	.10	.5	.12	.9
Shift pay	.06	.4	.04	.3	.05	.4	.04	.3	.12	.7	.03	.2
Insurance[1]	.98	6.1	.71	5.7	.94	6.6	.83	5.5	1.52	8.3	.72	5.3
Retirement and savings	.49	3.0	.35	2.8	.45	3.1	.44	2.9	.76	4.2	.35	2.6
Pensions	.40	2.5	.26	2.1	.38	2.7	.35	2.4	.69	3.8	.27	2.0
Savings and thrift	.09	.5	.09	.7	.07	.5	.08	.6	.07	.4	.08	.6
Legally required[2]	1.36	8.4	1.13	9.0	1.28	9.0	1.40	9.3	1.78	9.7	1.17	8.7
Social Security	.93	5.8	.75	6.0	.84	5.9	.87	5.8	1.03	5.7	.80	5.9
Federal unemployment insurance	.03	.2	.03	.2	.03	.2	.03	.2	.03	.2	.03	.2
State unemployment insurance	.12	.7	.09	.7	.13	.9	.12	.8	.15	.8	.10	.7
Workers' compensation	.25	1.5	.24	1.9	.24	1.7	.37	2.5	.48	2.6	.23	1.7
Other benefits[3]	.02	.1	(4)	(4)	.04	.3	(4)	(4)	.06	.3	(4)	(4)

[1] Includes health, life, and sickness and accident insurance.

[2] Includes railroad retirement and supplemental retirement, railroad unemployment insurance, and other legally required benefits in addition to those shown.

[3] Includes severance pay and supplemental unemployment benefits.

[4] Cost per hour worked is $0.01 or less.

Table 21. Private industry workers by occupational and industry group: Employer costs for employee compensation and costs as a percent of total compensation, March 1989

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required	Other benefits[1]
	Cost per hour worked								
Private industry workers	$14.28	$10.38	$3.90	$1.00	$0.34	$0.85	$0.42	$1.27	$0.02
Occupational group:									
White-collar occupations	16.57	12.29	4.28	1.30	.29	.92	.50	1.25	[2]
Professional specialty and technical	21.79	16.12	5.68	1.83	.37	1.14	.69	1.63	.02
Executive, administrative, and managerial	25.22	18.74	6.47	2.24	.46	1.19	.82	1.74	.02
Sales	11.39	8.91	2.48	.60	.16	.51	.24	.96	[2]
Administrative support including clerical	12.03	8.64	3.38	.93	.22	.89	.38	.95	[2]
Blue-collar occupations	14.35	9.91	4.44	.87	.53	1.02	.45	1.53	.03
Precision production, craft, and repair	17.70	12.40	5.30	1.10	.62	1.12	.57	1.84	.04
Machine operators, assemblers, and inspectors	13.59	9.04	4.55	.93	.65	1.21	.40	1.31	.05
Transportation and material moving	15.06	10.42	4.64	.89	.43	.97	.53	1.80	[2]
Handlers, equipment cleaners, helpers, and laborers	10.51	7.40	3.11	.52	.33	.69	.31	1.25	[2]
Service occupations	7.16	5.50	1.66	.34	.10	.32	.11	.78	[2]
Industry division:									
Goods-producing industries[3]	17.21	11.90	5.30	1.20	.60	1.28	.57	1.61	.05
Construction	16.70	12.20	4.50	.62	.40	.75	.67	2.05	.02
Manufacturing	17.16	11.71	5.45	1.33	.65	1.40	.54	1.48	.05
Durables	18.43	12.44	5.98	1.44	.73	1.60	.55	1.58	.08
Nondurables	15.33	10.65	4.68	1.16	.54	1.10	.53	1.34	.02
Service-producing industries[4]	13.12	9.77	3.35	.92	.23	.68	.36	1.14	[2]
Transportation and public utilities	20.20	13.97	6.23	1.65	.43	1.35	.84	1.94	.03
Wholesale trade	16.50	12.10	4.41	1.16	.41	.97	.47	1.37	.02
Retail trade	8.10	6.31	1.79	.36	.14	.33	.13	.83	[2]
Finance, insurance, and real estate	17.11	12.76	4.35	1.39	.28	.98	.53	1.16	[2]
Service industries	13.44	10.09	3.35	1.01	.20	.66	.36	1.12	[2]
	Percent of total compensation								
Private industry workers	100.0	72.7	27.3	7.0	2.4	6.0	2.9	8.9	0.1
Occupational group:									
White-collar occupations	100.0	74.2	25.8	7.9	1.7	5.5	3.0	7.6	[2]
Professional specialty and technical	100.0	74.0	26.0	8.4	1.7	5.2	3.2	7.5	.1
Executive, administrative, and managerial	100.0	74.3	25.7	8.9	1.8	4.7	3.3	6.9	.1
Sales	100.0	78.3	21.7	5.3	1.4	4.5	2.1	8.4	[2]
Administrative support including clerical	100.0	71.9	28.1	7.7	1.8	7.4	3.2	7.9	[2]
Blue-collar occupations	100.0	69.1	30.9	6.1	3.7	7.1	3.1	10.7	.2
Precision production, craft, and repair	100.0	70.1	29.9	6.2	3.5	6.4	3.2	10.4	.2
Machine operators, assemblers, and inspectors	100.0	66.6	33.4	6.8	4.8	8.9	3.0	9.6	.4
Transportation and material moving	100.0	69.2	30.8	5.9	2.9	6.4	3.5	11.9	[2]
Handlers, equipment cleaners, helpers, and laborers	100.0	70.4	29.6	5.0	3.2	6.6	2.9	11.9	[2]
Service occupations	100.0	76.8	23.2	4.8	1.4	4.5	1.6	10.9	[2]
Industry division:									
Goods-producing industries[3]	100.0	69.2	30.8	7.0	3.5	7.4	3.3	9.3	.3
Construction	100.0	73.1	26.9	3.7	2.4	4.5	4.0	12.3	.1
Manufacturing	100.0	68.2	31.8	7.7	3.8	8.1	3.2	8.6	.3
Durables	100.0	67.5	32.5	7.8	3.9	8.7	3.0	8.6	.4
Nondurables	100.0	69.5	30.5	7.5	3.5	7.2	3.5	8.7	.1
Service-producing industries[4]	100.0	74.5	25.5	7.0	1.8	5.2	2.7	8.7	[2]
Transportation and public utilities	100.0	69.2	30.8	8.1	2.1	6.7	4.1	9.6	.1
Wholesale trade	100.0	73.3	26.7	7.1	2.5	5.9	2.8	8.3	.1
Retail trade	100.0	77.9	22.1	4.4	1.7	4.1	1.6	10.2	[2]
Finance, insurance, and real estate	100.0	74.6	25.4	8.1	1.6	5.7	3.1	6.8	[2]
Service industries	100.0	75.1	24.9	7.5	1.5	4.9	2.7	8.4	[2]

[1] Includes severance pay and supplemental unemployment benefits.
[2] Cost per hour worked is $0.01 or less.
[3] Includes mining, construction, and manufacturing.
[4] Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

Table 22. Private industry workers by major industry category: Employer costs per hour worked for employee compensation and costs as a percent of total compensation, March 1988

Compensation component	All private industry		Goods-producing industries[1]		Service-producing industries[2]		Manufacturing industries		Nonmanufacturing industries	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	$13.79	100.0	$16.42	100.0	$12.72	100.0	$16.26	100.0	$13.08	100.0
Wages and salaries	10.02	72.7	11.42	69.6	9.45	74.3	11.18	68.8	9.69	74.1
Total benefits	3.77	27.3	5.00	30.4	3.27	25.7	5.07	31.2	3.39	25.9
Paid leave	.97	7.0	1.13	6.9	.91	7.1	1.25	7.7	.89	6.8
Vacation pay	.48	3.5	.58	3.5	.44	3.5	.63	3.9	.44	3.4
Holiday pay	.33	2.4	.42	2.5	.29	2.3	.47	2.9	.29	2.2
Sick leave	.12	.9	.10	.6	.13	1.0	.11	.7	.12	.9
Other leave pay	.04	.3	.04	.2	.04	.3	.04	.2	.04	.3
Supplemental pay	.33	2.4	.55	3.3	.24	1.9	.58	3.5	.25	2.0
Premium pay	.17	1.2	.35	2.1	.10	.8	.36	2.2	.11	.9
Nonproduction bonuses	.12	.8	13	.8	.11	.9	.13	.8	.11	.9
Shift pay	.04	.3	.07	.4	.03	.2	.09	.5	.03	.2
Insurance[3]	.78	5.6	1.11	6.8	.64	5.0	1.20	7.4	.66	5.0
Retirement and savings	.45	3.3	.61	3.7	.39	3.0	.57	3.5	.41	3.2
Pensions	.38	2.8	.51	3.1	.33	2.6	.46	2.8	.36	2.7
Savings and thrift	.07	.5	.10	.6	.06	.4	.11	.7	.06	.4
Legally required[4]	1.22	8.8	1.55	9.5	1.08	8.5	1.43	8.8	1.16	8.9
Social Security	.81	5.9	.96	5.8	.75	5.9	.95	5.9	.76	5.8
Federal unemployment insurance	.03	.2	.03	.2	.03	.3	.03	.2	.03	.3
State unemployment insurance	.12	.8	.18	1.1	.09	.7	.18	1.1	.10	.8
Workers' compensation	.24	1.7	.37	2.3	.18	1.5	.26	1.6	.23	1.8
Other benefits[5]	.02	.2	.04	.3	[6]	[6]	.05	.3	[6]	[6]

[1] Includes mining, construction, and manufacturing.

[2] Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

[3] Includes health, life, and sickness and accident insurance.

[4] Includes railroad retirement and supplemental retirement, railroad unemployment insurance, and other legally required benefits in addition to those shown.

[5] Includes severance pay, supplemental unemployment benefits, and merchandise discounts in department stores.

[6] Cost per hour worked is $0.01 or less.

Table 23. Private industry workers by major occupational category: Employer costs per hour worked for employee compensation and costs as a percent of total compensation, March 1988

Compensation component	All private industry		White-collar occupations		Blue-collar occupations		Service occupations	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	$13.79	100.0	$15.97	100.0	$13.87	100.0	$6.76	100.0
Wages and salaries	10.02	72.7	11.84	74.1	9.59	69.2	5.19	76.9
Total benefits	3.77	27.3	4.13	25.9	4.27	30.8	1.56	23.1
Paid leave	.97	7.0	1.26	7.9	.85	6.1	.32	4.8
Vacation pay	.48	3.5	.61	3.8	.44	3.2	.17	2.5
Holiday pay	.33	2.4	.41	2.6	.31	2.2	.10	1.4
Sick leave	.12	.9	.18	1.1	.07	.5	.04	.7
Other leave pay	.04	.3	.05	.3	.03	.2	.02	.2
Supplemental pay	.33	2.4	.29	1.8	.50	3.6	.09	1.3
Premium pay	.17	1.2	.08	.5	.36	2.6	.04	.6
Nonproduction bonuses	.12	.8	.17	1.1	.08	.6	.02	.4
Shift pay	.04	.3	.03	.2	.06	.5	.02	.3
Insurance[1]	.78	5.6	.83	5.2	.93	6.7	.30	4.4
Retirement and savings	.45	3.3	.54	3.4	.48	3.4	.11	1.6
Pensions	.38	2.8	.43	2.7	.44	3.1	.09	1.4
Savings and thrift	.07	.5	.10	.7	.04	.3	.02	.2
Legally required[2]	1.22	8.8	1.20	7.5	1.48	10.7	.74	11.0
Social Security	.81	5.9	.92	5.8	.82	5.9	.43	6.4
Federal unemployment insurance	.03	.2	.03	.2	.03	.2	.03	.5
State unemployment insurance	.12	.8	.10	.6	.15	1.1	.09	1.3
Workers' compensation	.24	1.7	.13	.8	.44	3.2	.18	2.7
Other benefits[3]	.02	.2	.02	.1	.03	.2	([4])	([4])

[1] Includes health, life, and sickness and accident insurance.

[2] Includes railroad retirement and supplemental retirement, railroad unemployment insurance, and other legally required benefits in addition to those shown.

[3] Includes severance pay, supplemental unemployment benefits, and merchandise discounts in department stores.

[4] Cost per hour worked is $0.01 or less.

Table 24. Private industry workers by region and bargaining status: Employer costs per hour worked for employee compensation and costs as a percent of total compensation, March 1988

Compensation component	Region								Bargaining status			
	Northeast		South		Midwest		West		Union		Nonunion	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	$15.50	100.0	$12.23	100.0	$13.71	100.0	$14.59	100.0	$18.16	100.0	$12.90	100.0
Wages and salaries	11.19	72.2	9.05	74.1	9.75	71.1	10.69	73.2	12.04	66.3	9.61	74.5
Total benefits	4.31	27.8	3.17	25.9	3.96	28.9	3.91	26.8	6.12	33.7	3.29	25.5
Paid leave	1.18	7.6	.80	6.6	.98	7.1	1.00	6.9	1.35	7.4	.89	6.9
Vacation pay	.57	3.6	.40	3.3	.51	3.7	.49	3.4	.72	4.0	.43	3.4
Holiday pay	.40	2.6	.27	2.2	.33	2.4	.34	2.3	.44	2.4	.30	2.4
Sick leave	.16	1.0	.10	.8	.10	.7	.14	.9	.12	.7	.12	.9
Other leave pay	.06	.4	.03	.2	.03	.2	.03	.2	.06	.3	.03	.3
Supplemental pay	.38	2.4	.27	2.2	.39	2.8	.28	2.0	.64	3.5	.26	2.0
Premium pay	.17	1.1	.15	1.2	.22	1.6	.15	1.0	.45	2.5	.11	.9
Nonproduction bonuses	.16	1.0	.09	.7	.13	.9	.10	.7	.08	.4	.12	1.0
Shift pay	.05	.3	.03	.3	.05	.3	.03	.2	.10	.6	.03	.2
Insurance[1]	.86	5.5	.64	5.2	.87	6.4	.81	5.5	1.45	8.0	.64	5.0
Retirement and savings	.55	3.5	.37	3.0	.46	3.3	.45	3.1	.87	4.8	.36	2.8
Pensions	.46	3.0	.30	2.5	.40	2.9	.38	2.6	.81	4.5	.29	2.3
Savings and thrift	.08	.5	.07	.5	.06	.4	.07	.5	.06	.3	.07	.6
Legally required[2]	1.33	8.5	1.08	8.8	1.22	8.9	1.35	9.3	1.76	9.7	1.11	8.6
Social Security	.88	5.7	.73	6.0	.81	5.9	.85	5.8	1.02	5.6	.76	5.9
Federal unemployment insurance	.04	.3	.03	.2	.03	.2	.03	.2	.04	.2	.03	.3
State unemployment insurance	.13	.8	.09	.7	.14	1.0	.12	.8	.17	.9	.10	.8
Workers' compensation	.24	1.5	.22	1.8	.20	1.5	.34	2.3	.43	2.4	.20	1.6
Other benefits[3]	.02	.1	(4)	(4)	.04	.3	(4)	(4)	.06	.3	(4)	(4)

[1] Includes health, life, and sickness and accident insurance.

[2] Includes railroad retirement and supplemental retirement, railroad unemployment insurance, and other legally required benefits in addition to those shown.

[3] Includes severance pay, supplemental unemployment benefits, and merchandise discounts in department stores.

[4] Cost per hour worked is $0.01 or less.

Table 25. Private industry workers by occupational and industry category: Employer costs for employee compensation and costs as a percent of total compensation, March 1988

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required	Other benefits[1]
	Cost per hour worked								
Private industry workers	$13.79	$10.02	$3.77	$0.97	$0.33	$0.78	$0.45	$1.22	$0.02
Occupational group:									
White-collar occupations	15.97	11.84	4.13	1.26	.29	.83	.54	1.20	.02
Professional specialty and technical	20.85	15.36	5.49	1.77	.38	.98	.81	1.52	.02
Executive, administrative, and managerial	23.74	17.68	6.05	2.07	.46	1.05	.81	1.64	.02
Sales	10.86	8.42	2.44	.59	.16	.52	.24	.90	.02
Administrative support including clerical	11.52	8.32	3.21	.89	.21	.79	.38	.92	.02
Blue-collar occupations	13.87	9.59	4.27	.85	.50	.93	.48	1.48	.03
Precision production, craft, and repair	17.32	12.14	5.18	1.05	.61	1.05	.63	1.81	.04
Machine operators, assemblers, and inspectors	12.95	8.69	4.26	.90	.59	1.06	.41	1.26	.05
Transportation and material moving	14.40	9.96	4.44	.87	.41	.91	.53	1.71	.02
Handlers, equipment cleaners, helpers, and laborers	10.14	7.11	3.03	.52	.31	.66	.34	1.19	[2]
Service occupations	6.76	5.19	1.56	.32	.09	.30	.11	.74	[2]
Industry division:									
Goods-producing industries[3]	16.42	11.42	5.00	1.13	.55	1.11	.61	1.55	.04
Construction	16.23	11.90	4.33	.57	.41	.70	.65	1.98	.02
Manufacturing	16.26	11.18	5.07	1.25	.58	1.20	.57	1.43	.05
Durables	17.44	11.85	5.60	1.36	.64	1.38	.61	1.54	.07
Nondurables	14.55	10.23	4.32	1.10	.49	.94	.51	1.26	.02
Service-producing industries[4]	12.72	9.45	3.27	.91	.24	.64	.39	1.08	[2]
Transportation and public utilities	20.50	13.90	6.60	1.81	.46	1.44	1.03	1.83	.03
Wholesale trade	15.72	11.59	4.13	1.10	.37	.86	.47	1.32	[2]
Retail trade	8.00	6.18	1.82	.38	.14	.36	.14	.79	.02
Finance, insurance, and real estate	16.00	11.91	4.09	1.31	.29	.84	.52	1.12	[2]
Service industries	12.98	9.78	3.20	.96	.22	.57	.37	1.08	[2]
	Percent of total compensation								
Private industry workers	100.0	72.7	27.3	7.0	2.4	5.6	3.3	8.8	0.2
Occupational group:									
White-collar occupations	100.0	74.1	25.9	7.9	1.8	5.2	3.4	7.5	.1
Professional specialty and technical	100.0	73.7	26.3	8.5	1.8	4.7	3.9	7.3	.1
Executive, administrative, and managerial	100.0	74.5	25.5	8.7	2.0	4.4	3.4	6.9	.1
Sales	100.0	77.5	22.5	5.4	1.5	4.8	2.2	8.3	.2
Administrative support including clerical	100.0	72.2	27.8	7.7	1.8	6.9	3.3	8.0	.1
Blue-collar occupations	100.0	69.2	30.8	6.1	3.6	6.7	3.4	10.7	.2
Precision production, craft, and repair	100.0	70.1	29.9	6.0	3.5	6.1	3.6	10.4	.3
Machine operators, assemblers, and inspectors	100.0	67.1	32.9	6.9	4.6	8.2	3.1	9.7	.4
Transportation and material moving	100.0	69.2	30.8	6.0	2.8	6.3	3.7	11.9	.1
Handlers, equipment cleaners, helpers, and laborers	100.0	70.1	29.9	5.1	3.1	6.5	3.3	11.7	[2]
Service occupations	100.0	76.9	23.1	4.8	1.3	4.4	1.8	11.0	[2]
Industry division:									
Goods-producing industries[3]	100.0	69.6	30.4	6.9	3.3	6.8	3.7	9.5	.3
Construction	100.0	73.3	26.7	3.5	2.5	4.3	4.0	12.2	.1
Manufacturing	100.0	68.8	31.2	7.7	3.5	7.4	3.5	8.8	.3
Durables	100.0	67.9	32.1	7.8	3.6	7.9	3.5	8.8	.4
Nondurables	100.0	70.3	29.7	7.5	3.4	6.5	3.5	8.7	.1
Service-producing industries[4]	100.0	74.3	25.7	7.1	1.9	5.0	3.0	8.5	[2]
Transportation and public utilities	100.0	67.8	32.2	8.8	2.3	7.0	5.0	8.9	.2
Wholesale trade	100.0	73.7	26.3	7.0	2.4	5.5	3.0	8.4	[2]
Retail trade	100.0	77.2	22.8	4.7	1.7	4.5	1.8	9.8	.2
Finance, insurance, and real estate	100.0	74.5	25.5	8.2	1.8	5.2	3.3	7.0	[2]
Service industries	100.0	75.4	24.6	7.4	1.7	4.4	2.9	8.3	[2]

[1] Includes severance pay, supplemental unemployment benefits, and merchandise discounts in department stores.
[2] Cost per hour worked is $0.01 or less.
[3] Includes mining, construction, and manufacturing.
[4] Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

Table 26. Private industry workers by major industry category: Employer costs per hour worked for employee compensation and costs as a percent of total compensation, March 1987

Compensation component	All private industry		Goods-producing industries[1]		Service-producing industries[2]		Manufacturing industries		Nonmanufacturing industries	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	$13.42	100.0	$15.86	100.0	$12.41	100.0	$15.51	100.0	$12.80	100.0
Wages and salaries	9.83	73.2	11.12	70.1	9.29	74.8	10.77	69.5	9.55	74.6
Total benefits	3.60	26.8	4.74	29.9	3.12	25.2	4.73	30.5	3.26	25.4
Paid leave	.93	6.9	1.09	6.8	.87	7.0	1.21	7.8	.85	6.6
Vacation pay	.46	3.5	.55	3.5	.43	3.4	.61	4.0	.42	3.3
Holiday pay	.31	2.3	.40	2.5	.28	2.2	.45	2.9	.27	2.1
Sick leave	.12	.9	.10	.6	.12	1.0	.11	.7	.12	.9
Other leave pay	.03	.3	.03	.2	.04	.3	.04	.2	.03	.3
Supplemental pay	.32	2.4	.53	3.3	.23	1.8	.52	3.4	.25	2.0
Premium pay	.16	1.2	.33	2.1	.09	.7	.34	2.2	.11	.8
Nonproduction bonuses	.12	.9	.13	.8	.11	.9	.10	.7	.12	1.0
Shift pay	.04	.3	.07	.4	.02	.2	.08	.5	.02	.2
Insurance[3]	.72	5.4	1.02	6.4	.60	4.8	1.06	6.8	.62	4.8
Retirement and savings	.48	3.6	.64	4.1	.41	3.3	.58	3.8	.45	3.5
Pensions	.42	3.1	.56	3.5	.36	2.9	.49	3.2	.40	3.1
Savings and thrift	.06	.5	.08	.5	.05	.4	.09	.6	.05	.4
Legally required[4]	1.13	8.4	1.43	9.0	1.01	8.1	1.31	8.5	1.08	8.4
Social Security	.75	5.6	.88	5.6	.69	5.6	.87	5.6	.71	5.6
Federal unemployment insurance	.03	.2	.03	.2	.03	.3	.03	.2	.03	.2
State unemployment insurance	.12	.9	.18	1.1	.10	.8	.17	1.1	.10	.8
Workers' compensation	.21	1.6	.32	2.0	.16	1.3	.23	1.5	.20	1.6
Other benefits[5]	.02	.1	.04	.2	(6)	(6)	.04	.3	(6)	(6)

[1] Includes mining, construction, and manufacturing.
[2] Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.
[3] Includes health, life, and sickness and accident insurance.
[4] Includes railroad retirement and supplemental retirement, railroad unemployment insurance, and other legally required benefits in addition to those shown.
[5] Includes severance pay, supplemental unemployment benefits, and merchandise discounts in department stores.
[6] Cost per hour worked is $0.01 or less.

Table 27. Private industry workers by major occupational category: Employer costs per hour worked for employee compensation and costs as a percent of total compensation, March 1987

Compensation component	All private industry		White-collar occupations		Blue-collar occupations		Service occupations	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	$13.42	100.0	$15.56	100.0	$13.43	100.0	$6.43	100.0
Wages and salaries	9.83	73.2	11.61	74.6	9.38	69.8	4.96	77.2
Total benefits	3.60	26.8	3.95	25.4	4.05	30.2	1.47	22.8
Paid leave	.93	6.9	1.20	7.7	.82	6.1	.30	4.7
Vacation pay	.46	3.5	.58	3.8	.43	3.2	.15	2.4
Holiday pay	.31	2.3	.39	2.5	.30	2.2	.09	1.4
Sick leave	.12	.9	.17	1.1	.08	.5	.04	.7
Other leave pay	.03	.3	.05	.3	.03	.2	.02	.2
Supplemental pay	.32	2.4	.26	1.6	.47	3.5	.08	1.3
Premium pay	16	1.2	.08	.5	.34	2.5	.04	.7
Nonproduction bonuses	.12	.9	.18	1.1	.07	.5	.02	.3
Shift pay	.04	.3	.03	.2	.06	.5	.02	.3
Insurance[1]	.72	5.4	.77	4.9	.87	6.4	.27	4.2
Retirement and savings	.48	3.6	.57	3.7	.50	3.7	.12	1.9
Pensions	.42	3.1	.48	3.1	.47	3.5	.11	1.7
Savings and thrift	.06	.5	.10	.6	.03	.2	([2])	([2])
Legally required[3]	1.13	8.4	1.12	7.2	1.37	10.2	.69	10.7
Social Security	.75	5.6	.85	5.5	.75	5.6	.39	6.1
Federal unemployment insurance	.03	.2	.03	.2	.03	.2	.03	.5
State unemployment insurance	.12	.9	.11	.7	.15	1.1	.10	1.5
Workers' compensation	.21	1.6	.11	.7	.39	2.9	.16	2.5
Other benefits[4]	.02	.1	.02	.1	.03	.2	([2])	([2])

[1] Includes health, life, and sickness and accident insurance.
[2] Cost per hour worked is $0.01 or less.
[3] Includes railroad retirement and supplemental retirement, railroad unemployment insurance, and other legally required benefits in addition to those shown.
[4] Includes severance pay, supplemental unemployment benefits, and merchandise discounts in department stores.

Table 28. Private industry workers by occupational and industry group: Employer costs for employee compensation and costs as a percent of total compensation, March 1987

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required	Other benefits[1]
	Cost per hour worked								
Private industry workers	$13.42	$9.83	$3.60	$0.93	$0.32	$0.72	$0.48	$1.13	$0.02
Occupational group:									
White-collar occupations[2]	15.56	11.61	3.95	1.20	.28	.77	.57	1.12	.02
Professional specialty and technical	19.81	14.66	5.15	1.66	.32	.92	.85	1.40	.01
Executive, administrative, and managerial	23.81	17.86	5.95	1.99	.54	.98	.88	1.55	.02
Administrative support including clerical	10.94	7.91	3.04	.85	.20	.72	.42	.85	(3)
Blue-collar occupations	13.43	9.38	4.05	.82	.47	.87	.50	1.37	.03
Precision production, craft, and repair	16.85	11.92	4.93	.98	.57	.99	.69	1.67	.04
Machine operators, assemblers, and inspectors	12.44	8.44	4.00	.89	.55	.93	.42	1.17	.04
Transportation and material moving	13.83	9.65	4.17	.85	.39	.84	.50	1.58	(3)
Handlers, equipment cleaners, helpers, and laborers	9.81	6.93	2.89	.51	.29	.63	.36	1.08	(3)
Service occupations	6.43	4.96	1.47	.30	.08	.27	.12	.69	(3)
Industry division:									
Goods-producing industries[4]	15.86	11.12	4.74	1.09	.53	1.02	.64	1.43	.04
Manufacturing	15.51	10.77	4.73	1.21	.52	1.06	.58	1.31	.04
Service-producing industries[5]	12.41	9.29	3.12	.87	.23	.60	.41	1.01	(3)
Transportation and public utilities	20.24	13.77	6.47	1.75	.51	1.32	1.17	1.70	.03
Wholesale trade	15.15	11.24	3.91	1.05	.35	.80	.49	1.21	(3)
Retail trade	7.85	6.07	1.78	.37	.15	.35	.14	.74	.02
Service industries	12.34	9.34	3.00	.91	.19	.53	.37	1.00	(3)
	Percent of total compensation								
Private industry workers	100.0	73.2	26.8	6.9	2.4	5.4	3.6	8.4	0.1
Occupational group:									
White-collar occupations[2]	100.0	74.6	25.4	7.7	1.8	4.9	3.7	7.2	.1
Professional specialty and technical	100.0	74.0	26.0	8.4	1.6	4.6	4.3	7.0	.1
Executive, administrative, and managerial	100.0	75.0	25.0	8.4	2.3	4.1	3.7	6.5	.1
Administrative support including clerical	100.0	72.3	27.7	7.7	1.8	6.5	3.8	7.8	(3)
Blue-collar occupations	100.0	69.8	30.2	6.1	3.5	6.4	3.7	10.2	.2
Precision production, craft, and repair	100.0	70.8	29.2	5.8	3.4	5.9	4.1	9.9	.2
Machine operators, assemblers, and inspectors	100.0	67.9	32.1	7.1	4.4	7.5	3.3	9.4	.3
Transportation and material moving	100.0	69.8	30.2	6.1	2.8	6.1	3.6	11.5	(3)
Handlers, equipment cleaners, helpers, and laborers	100.0	70.6	29.4	5.2	3.0	6.5	3.7	11.0	(3)
Service occupations	100.0	77.2	22.8	4.7	1.3	4.2	1.9	10.7	(3)
Industry division:									
Goods-producing industries[4]	100.0	70.1	29.9	6.8	3.3	6.4	4.1	9.0	.2
Manufacturing	100.0	69.5	30.5	7.8	3.4	6.8	3.8	8.5	.3
Service-producing industries[5]	100.0	74.8	25.2	7.0	1.8	4.8	3.3	8.1	(3)
Transportation and public utilities	100.0	68.0	32.0	8.6	2.5	6.5	5.8	8.4	.1
Wholesale trade	100.0	74.2	25.8	6.9	2.3	5.3	3.3	8.0	(3)
Retail trade	100.0	77.3	22.7	4.8	1.9	4.5	1.8	9.5	.2
Service industries	100.0	75.7	24.3	7.4	1.5	4.3	3.0	8.1	(3)

[1] Includes severance pay, supplemental unemployment benefits, and merchandise discounts in department stores.

[2] Includes sales in addition to the occupations shown.

[3] Cost per hour worked is $0.01 or less.

[4] Includes mining, construction, and manufacturing.

[5] Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

Appendix. Description of the Survey, Estimation Methods, and Measures of Data Reliability

Both the Employment Cost Index (ECI) and Employer Costs for Employee Compensation (cost levels) are based on compensation cost data obtained from a single sample survey of establishments. The survey covers all occupations within the private economy (excluding farms, households, and the self-employed) and the public sector (excluding the Federal Government). In the March 1990 quarter, the ECI sample included about 23,000 occupations within 4,400 firms in the private sector and about 6,000 occupations within 1,000 establishments in State and local governments.

Sample design

Establishment sample. The sample of establishments is drawn on a probability basis by industry from State unemployment insurance and supplementary files. The establishments are classified in industry categories based on the 1972 Standard Industrial Classification (SIC), as defined by the U.S. Office of Management and Budget. In most cases, the establishments are categorized at the 2-digit SIC level, such as business services or electrical machinery manufacturing. The establishments are systematically selected with probability of selection proportionate to their relative employment size within the industry. Wage and benefit information is collected from each establishment on a quarterly basis.

After about 4 years of data collection, the industry sample is replaced in order to reduce the burden on respondents and to keep the sample frame as current as possible. A set of industries is replaced each calendar quarter so that the total sample replacement is gradual.

Occupational sample. After the industry sample of establishments is drawn, occupations at the most narrowly defined level are sampled in each establishment. As is the case with establishment sampling, the occupations within establishments are sampled on a probability-proportionate-to-employment basis.

Occupational sampling is done by a BLS representative during a personal visit in which initial wage and benefit information is collected. A specific number of narrowly defined occuptions is sought (e.g., eight) with the number varying by establishment employment size. The probability of an occupation being selected is proportionate to its employment size within the establishment. Each narrowly defined occu-

Definitions of Compensation Components

Wages and salaries—the straight-time hourly wage rate or, for workers not paid on an hourly basis, straight-time earnings divided by corresponding hours. Straight-time wage and salary rates are based on total earnings before payroll deductions, excluding premium pay for overtime and for work on weekends and holidays, shift differentials, and nonproduction bonuses such as lump-sum payments provided in lieu of wage increases. Production bonuses, incentive earnings, commission payments and cost-of-living adjustments are included in straight-time wage and salary rates.

Benefits covered by the survey are:

Paid leave—vacations, holidays, sick leave, and other paid leave.

Supplemental pay—premium pay for overtime and work on weekends and holidays, shift differentials, and nonproduction bonuses such as lump-sum payments provided in lieu of wage increases.

Insurance benefits—health, life, and sickness and accident insurance.

Retirement and savings benefits—pension and other retirement plans, and savings and thrift plans.

Legally required benefits—Social Security, railroad retirement and supplemental retirement, railroad unemployment insurance, Federal and State unemployment insurance, workers' compensation, and other benefits required by law such as State disability insurance.

Other benefits—severance pay and supplemental unemployment insurance.

pation selected is classified into one of the following nine major occupational groups: Professional specialty and technical occupations; executive, administrative, and managerial occupations; sales occupations; administrative support including clerical; precision production, craft, and repair; machine operators, assemblers, and inspectors; transportation and material moving occupations; handlers, equipment cleaners, helpers, and laborers; and service occupations.

The ECI survey occupational classification system was originally based on the classification system used in the 1970 Census of Population. Beginning June 1986, the occupations were redefined to the classification system used in the 1980 Census, which is based on the Standard Occupational Classification (SOC) system.[1]

Collection methods

Data collection is initiated by a BLS field representative during a visit to the sample reporting unit. The wage and benefit information is summarized in a report that is sent to the respondent each quarter to review and report changes. The changes are usually reported by mail or telephone. Data are collected for the pay period including the 12th day of the survey months—March, June, September, and December.

Collecting wage and salary data. During the initial visit and in each subsequent quarter an establishment is in the ECI sample, BLS field representatives collect the average hourly straight-time wage rate of each of the sampled occupations.

Collecting benefit cost data. Benefit costs are measured as a cost at a particular point in time rather than in the form of a past expenditure.[2] The approach used in the ECI is referred to as the current-cost approach. That is, annual costs are calculated based on the current price of benefits and current plan provisions. The annual cost is then divided by the annual hours worked to yield the cost per hour worked for each benefit.

The information needed to calculate benefit costs depends on the specific benefit plan. However, the following examples illustrate, for some basic plans, the information that is collected and how the costs are calculated.

Example 1. Each employee in the selected occupation receives 10 paid holidays, with 8 hours of straight-time pay for each holiday. The hourly wage is $10. All employees work 2,000 hours per year.

The annualized current cost in this example is the number of paid holidays provided under current plan provisions (10) times the rate at which each holiday is paid (8 hours of straight-time pay). This annualized current cost is then divided by the annual hours worked (2,000) to yield the current cost per hour worked.

Thus, in this example the current cost is:

10 X (8 X $10) = $800;
$800÷2,000 = $.40 per hour worked.

Example 2. A health insurance plan is provided all employees in the selected occupation. The monthly premium, paid entirely by the company, is $120 per employee. Each employee works 2,000 hours per year.

The annualized current cost in this example is the monthly premium ($120) times 12 months. This annualized current cost is then divided by the number of annual hours worked (2,000) to yield the current cost per hour worked.

Thus, in this example the current cost is:

$120 X 12 = $1,440;
$1,440÷2,000 = $.72 per hour worked.

Index computation

To measure compensation costs free from the influence of employment shifts among occupations and industries, the ECI is calculated with fixed employment weights. Since June 1986, employment counts from the 1980 Census of Population have been used; prior to that time, employment counts were taken from the 1970 Census. Sample weights (the weight of the establishment occupation in the sample) are also used. The sample weights reflect both employment in each establishment occupation and the probability of selection of the occupation within the establishment.

The ECI is a standard Laspeyres fixed-employment-weighted index, as modified by the special statistical conditions that apply to the ECI.[3] The following discussion focuses on the ECI measure of wage change in private industry, but indexes for State and local government workers and civilian (non-Federal) workers, and of compensation and benefit cost changes, are calculated in essentially the same fashion.

A wage index for the ECI is a weighted average of the cumulative wage changes within each cell (generally a major occupational group in a 2-digit SIC industry), with base-period wage bills as the fixed weights for each cell. (The base-period wage bill is the fixed employment weight from the Census times the sample-weighted average wage in the base period of June 1989.) The formula is:

$$I_t = \frac{SUM(W_{o,i}M_{t,i})}{SUM(W_{o,i})} * 100$$

where:

$M_{t,i} = M_{t-1,i} * R_{t,i}$, and

I_t is the symbol for the index

[1] For a discussion of the change in the classification system and the effect of the change on ECI estimates, see Albert E. Schwenk, "Introducing New Weights for the Employment Cost Index," *Monthly Labor Review*, June 1985, pp. 22-27.

[2] See Felicia Nathan, "Analyzing Employer Costs for Wages, Salaries, and Benefits," *Monthly Labor Review*, October 1987, pp. 3-11.

[3] See G. Donald Wood, "Estimation Procedures for the Employment Cost Index," *Monthly Labor Review*, May 1982, pp. 40-42.

An Illustration of the Effects of Fixed Weights

The following example illustrates the effects of using fixed rather than current weights. Consider the case of an employer with two types of workers, electricians and janitors. In March 1988, the firm employs 10 electricians at $10 per hour and 10 janitors at $5 per hour. Both the average wage and the wage rate are $7.50.

	NUMBER X WAGE RATE = AGGREGATE
Electricians	10 X $10.00 = $100.00
Janitors	10 X 5.00 = 50.00
	20 $150.00
	$150.00÷20 = $7.50

In March 1989, both groups are given a 10-percent wage increase, but now only 5 janitors are employed. The average wage (without fixed weights) increased to $9.17.

	NUMBER X WAGE RATE = AGGREGATE
Electricians	10 X $11.00 = $110.00
Janitors	5 X 5.50 = 27.50
	15 $137.50

Average wage: $137.50÷15 = $9.17
Average wage change: $9.17÷$7.50 = 1.22, or 22-percent increase.

The increase in the average wage reflects the 10-percent increase in the wage rates and the relative decrease in the number of workers in the low-wage occupation of janitor.

But when fixed employment weights are used (that is, the number of janitors remains fixed at 10), the average change in wage *rates* is calculated, not the change in the average wage.

	NUMBER X WAGE RATE = AGGREGATE
Electricians	10 X $11.00 = $110.00
Janitors	10 X 5.50 = 55.00
	20 $165.00

Average wage rate: $165.00÷20 = $8.25
Wage-rate change: $8.25÷$7.50 = 1.10, or a 10-percent increase.

In this case, the increase is 10 percent, the size of the wage-rate increase which was granted to both occupations.

The other variables are defined as follows:

$W_{o,i}$ is the estimated base-period (June 1989) wage bill for the ith cell. The wage bill is the average wage of workers in the cell times the number of workers represented by the cell (the Census weight).

$M_{t,i}$ is the cumulative average wage change in the ith cell from time 0 (base period) to time t (current quarter).

$R_{t,i}$ is the ratio of the current-quarter weighted average wage in the cell to the prior-quarter weighted average wage in the cell, both calculated using matched establishment/occupation wage quotations. The weights applied are the sample weights.

The index computation each quarter involves six steps:

1. Establishment occupation sample weights are applied to the average occupational wage in every establishment that

has both current- and prior- quarter wage information, to calculate a weighted average wage for each cell (i.e., occupation within industry) for the current and prior survey periods.

2. The ratio of the current-quarter to the prior-quarter weighted average wage is then calculated for each cell.

3. This ratio for each cell is multiplied by the cumulative percent change in wages in that cell over the period from June 1989 (the base) to the prior quarter. The product is the current-quarter cumulative percentage wage change in the cell since the base period.

4. This measure of cumulative percentage wage change is multiplied by the base-period wage bill (the average wage in June 1989 multiplied by the fixed Census weight) to generate an estimate of the current-quarter wage bill for the cell.

5. Both the current-quarter and the base-period wage bills are then summed over all cells within the scope of the index. For example, for the manufacturing index, the wage bills would be summed across all industries and occupations in manufacturing.

6. The summed current-quarter wage bill is divided by the summed base-period wage bill. The result, when multiplied by 100, is the current-quarter index. That index is divided by the prior-quarter index to provide a measure of quarter-to-quarter change, the link relative.

The example at the bottom of the page illustrates the procedures for a hypothetical industry.

The computations for the occupational and industry groups follow the same procedures as those for the overall indexes except for summation. The wage bills for the occupational groups are summed across occupational groups and regions for each industry division.

Computational procedures for the regional, union/nonunion, and metropolitan/nonmetropolitan measures of change differ from those of the national indexes because the current sample is not large enough to hold constant the wage bills at that level of detail. The employment weights are, therefore, reallocated within these series each quarter based on the current ECI sample. The indexes for these series, consequently, are not strictly comparable to those for the aggregate, industry, and occupation series.

Calculating percent changes. Index numbers express the percent change from June 1989 to the quarter the index number represents. For example, an index of 114.0 indicates costs have increased 14.0 percent since June 1989. The index numbers can be used to calculate percent changes between any two time periods through a series of steps illustrated by the following example:

ECI current index	120.0
Earlier index	114.0
Difference	6.0
Divided by earlier index	114.0
Equals	0.053
Results multiplied by 100	0.053x100
Equals percent change	5.3

Reference tables 1-9 provide indexes as well as 3-month and 12-month percent changes for all ECI series. The percent changes are included as a convenience to users. Summing the percent changes does not necessarily yield a percent change between two periods spanning several quarters or years. The percent changes must be compounded. For example, the compounded 9-month percent change from the three consecutive 3-month changes of 1.1 percent, 1.2 percent, and 1.9 percent is calculated as follows:

$$1.011 \times 1.012 \times 1.019 = 1.043 \text{ or } 4.3 \text{ percent.}$$

Calculating the percent difference between two index numbers (as illustrated in the first example) yields the same result as compounding percent changes (except for rounding, which may cause small differences).

In March 1990, the ECI began to be published with a base June 1989 = 100, rather than June 1981 = 100. The rebasing was done so that indexes would be available for all published ECI series.[4]

Computation of employer costs for employee compensation

Prior to computing the average cost level estimates at the aggregate levels, wages and salaries are converted to a straight-time hourly rate and benefit costs are converted to

[4] See Albert E. Schwenk, "ECI Rebased to June 1989," *Monthly Labor Review*, April 1990, pp. 38-39.

Occupation	Fixed 1980 employment weight (a)	Base-period average wage (b)	Base-period wage bill (a x b) (c)	Prior-quarter cumulative change (d)	Prior-quarter weighted average earnings (e)	Current-quarter weighted average earnings (f)	Relative (f / e) (g)	Current-quarter cumulative change (d x g) (h)	Prior-quarter wage bill (c x d) (i)	Current-quarter wage bill (c x h) (j)	Percent change in wage bill (j / i) (k)
Electricians	2,967.858	$4.25	$12,613.40	1.23567	$5.25	$5.50	1.04762	1.29451	$15,586.00	$16,328.17	4.8
Janitors	1,343.517	$6.19	8,316.37	1.15435	7.15	7.20	1.00699	1.16242	9,600.00	9,667.11	0.7
Total									25,186.00	25,995.28	3.2

the cost per hour worked (see section on collecting benefit cost data).

To compute average current cost level estimates at higher levels of industry and occupation aggregation, current industry and occupational employment weights are required. To compute the March 1989 cost levels, for example, March 1989 industry employment figures from the BLS Current Employment Statistics (CES) program were used in conjunction with the sample weights of the establishment occupations in the March 1989 ECI sample. (The employment figures from the CES sample survey were adjusted using data from a complete count of establishments: The first quarter 1988 Employment, Wages, and Contributions Report, known as the ES-202 Report.) The sample weights are ECI estimates of the occupational employment, reflecting both employment in each establishment occupation surveyed and the probability of selection of that establishment occupation.

The procedure for estimating the cost levels at the aggregate levels involves two steps. The first step applies the ECI sample weights to compute a cost for each benefit in each major occupational group within each 2-digit industry (for example, paid vacations for sales workers in transportation equipment manufacturing). The second step apportions the industry weights from the CES program over the major occupational groups, using the employment of the groups as estimated from the ECI sample. The second step is applied as the costs at the detailed levels (e.g., major occupational group/2-digit industry) are aggregated to calculate the published costs.

The formula for the first step is:

$$\bar{Y}_{b,k,o} = \frac{\text{Sum}(Y_{b,k,o} * SW_j)}{\text{Sum } (SW_j)}$$

where:

$\bar{Y}_{b,k,o}$ is the cost level estimate for wages or a specific benefit b in industry group k, occupation group o (weighted with sample weights), establishment j;

$Y_{b,k,o}$ is the average wage rate or cost per hour worked for a benefit b, occupation group o, industry group k;

SW_j is the sample weight of the establishment occupation.

The formula for the second step is:

$$\bar{C}_{b,k,o} = \frac{\text{Sum}(IE_{k,o} * \bar{Y}_{b,k,o})}{\text{Sum } IE_{k,o}}$$

where:

$\bar{Y}_{b,k,o}$ is the weighted cost level estimate for a benefit in industry k, for occupation o (weighted with sample weights);

$\bar{C}_{b,k,o}$ is the weighted cost level estimate of a benefit for an occupation in industry k (weighted with both ECI sample weights and CES industry employment).

$IE_{k,o}$ is industry/occupation employment data from CES and ECI; the occupational employment within an industry is estimated by using the ECI sample data to estimate the occupational distribution of CES industry employment.

Reliability of the estimates

There are two types of errors possible in the estimates from the ECI as well as any other sample survey—sampling and nonsampling errors.

Nonsampling errors have a number of potential sources. The primary sources are (1) survey nonresponse and (2) data collection and processing errors, such as incorrect information provided by respondents, definitional difficulties, and errors in recording, coding, and processing data obtained.

Nonsampling errors are not measured. However, the ECI program has implemented procedures for reducing nonsampling errors, primarily through quality assurance programs. The quality assurance programs include the use of data collection reinterviews, observed interviews, computer edits of the data, and systematic professional review of the reports on which the data are recorded. These programs serve as a training device to provide feedback to the field staff on errors. They also provide information on sources of error which can be remedied by improved collection instructions or data processing edits. Extensive training of field representatives is also conducted to maintain high standards in data collection.

Because not all sample units respond to the ECI survey, nonresponse adjustment is required. For permanent refusals identified during initial data collection, the weights of responding units are adjusted to reflect nonresponse by similar establishments. For temporary nonresponses for wage data during update quarters, or if some benefit data are missing, the missing data are imputed on the basis of information provided by similar establishments.

Sampling errors are differences that occur between the results computed from a sample of observations and those computed from all observations in the population. The estimates derived from different samples selected using the same sample design may differ from each other.

A measure of the variation among these differing estimates is the standard error. It can be used to measure the precision with which an estimate from a particular sample approximates the average result of all possible samples. Standard errors for 12-month changes in published wage, benefit, and compensation cost changes are provided in tables A-1 through A-3. Standard errors (expressed as ratios to the cost estimate, or relative errors) for all published estimates of employer costs for employee compensation are provided in

tables A-4 through A-11. (For the change estimates, standard errors were considered more meaningful than relative errors.)[4]

The standard error can be used to define a range (confidence interval) around the estimate. The 95-percent confidence interval means that if all possible samples were selected and an estimate of the value and its sampling error were computed for each, then, for approximately 95 percent of the samples, the intervals from 2 standard errors below the estimates to 2 standard errors above the estimates would include the "true" average value. For example, the 95-percent confidence interval for a cost estimate of $10 with a standard error of 10 cents would be $10.00 plus or minus 20 cents (2 X 10), or $9.80 to $10.20.

The method used for computing the standard errors for both the 12-month percent change in the ECI and the cost levels is called "balanced repeated replication." Each industry sample is divided into a number of variance strata, and the sample in each variance stratum is divided into half-samples. The cost level or percent-change estimates are replicated 64 times using the data from one half-sample from each stratum instead of the data from both half-samples.

[4] For a given level of precision, standard errors on estimates of change are about the same regardless of the magnitude of the change. That is, the standard error for a series is likely to be about the same when wages and salaries are rising 8 percent a year as it is when wages and salaries are rising 2 percent a year. The relative error, however, would be much larger with the 2-percent change than with the 8-percent change.

The formula used for calculating the variances, and in turn the standard errors, for the *percent changes* is:

$$VAR\ (R_{s,t,o}) = \sum_{i=1}^{64} [(R_{s,t,o} - R_{s,t,i})^2\ ] / 64$$

where:

$R_{s,t,o}$ is the annual relative for some cell from time s to time t calculated using the full sample;

and $R_{s,t,i}$ is the annual relative for the same cell from time s to time t calculated using the ith balanced half-sample.

The standard error is the square root of the variance.

The formula used for calculating the variances, and in turn the standard errors, for *cost levels* is:

$$VAR\ x(0) = \sum_{i=1}^{64} [x_i - x_0]^2 /64$$

where:

x_0 is the full sample level estimate for some cell and x_i is the ith half-sample estimate for the same cell.

For a more detailed discussion of sampling and nonsampling error in the ECI, see Karen O'Conor and William Wong, "Measuring the Precision of the Employment Cost Index," *Monthly Labor Review*, March 1989, pp. 29-36.

Table A-1. Standard errors[1] for 12-month percent changes in total compensation, Employment Cost Index, September 1989-June 1990

(Not seasonally adjusted)

Series	September 1989		December 1989		March 1990		June 1990	
	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error
Civilian workers[2]	5.1	0.3	5.0	0.2	5.5	0.2	5.4	0.2
Workers, by occupational group:								
Blue-collar occupations	4.1	.2	4.3	.2	4.9	.2	4.8	.2
Service occupations	4.4	.3	4.7	.3	5.0	.5	5.1	.4
Workers, by industry division:								
Goods-producing[3]	4.1	.2	4.3	.2	5.1	.2	5.2	.2
Manufacturing	4.3	.2	4.5	.2	5.2	.2	5.3	.2
Service-producing[4]	5.7	.5	5.4	.3	5.5	.2	5.5	.2
Services	6.2	.3	5.9	.3	6.4	.2	6.6	.2
Health services	6.7	.4	7.1	.4	7.1	.3	7.1	.3
Hospitals	7.0	.3	7.0	.4	7.0	.2	6.7	.4
Public administration	5.1	.4	5.5	.4	5.9	.5	5.5	.4
Nonmanufacturing	5.5	.5	5.2	.3	5.4	.2	5.5	.2
Private industry workers	4.8	.4	4.8	.2	5.2	.2	5.2	.2
Excluding sales occupations	4.4	.2	4.5	.2	4.9	.1	5.1	.2
Workers, by occupational group:								
White-collar occupations	5.4	.7	5.2	.4	5.3	.3	5.5	.2
Excluding sales occupations	4.8	.2	4.8	.2	5.3	.2	5.4	.2
Professional specialty and technical	5.1	.4	5.5	.4	6.0	.4	5.8	.5
Executive, administrative, and managerial	4.5	.5	3.8	.4	4.6	.4	5.3	.5
Sales	8.3	3.7	7.3	1.9	5.4	1.4	5.6	.9
Administrative support including clerical	4.8	.3	5.1	.3	5.4	.3	5.3	.2
Blue-collar occupations	4.1	.2	4.1	.2	4.8	.2	4.7	.2
Precision production, craft, and repair	4.0	.3	4.1	.4	4.8	.4	4.7	.3
Machine operators, assemblers, and inspectors	4.6	.3	4.3	.3	4.9	.4	5.0	.3
Transportation and material moving	3.4	.3	3.3	.6	4.1	.4	4.3	.6
Handlers, equipment cleaners, helpers, and laborers	4.4	.6	4.6	.5	4.9	.6	4.7	.4
Service occupations	4.1	.3	4.4	.4	4.7	.6	4.9	.6
Workers, by industry division:								
Goods-producing[3]	4.1	.2	4.3	.2	5.1	.2	5.2	.2
Excluding sales occupations	4.1	.2	4.4	.2	5.1	.2	5.1	.2
Construction	4.1	.6	4.5	.7	4.1	.7	4.3	.7
Manufacturing	4.3	.2	4.5	.2	5.2	.2	5.3	.2
Durables	4.2	.2	4.6	.2	5.1	.3	5.1	.3
Nondurables	4.9	.3	4.5	.4	5.4	.4	5.5	.4
Service-producing[4]	5.3	.7	5.1	.4	5.1	.3	5.2	.2
Excluding sales occupations	4.7	.2	4.7	.2	5.1	.2	5.1	.2
Transportation and public utilities	3.3	.4	3.6	.5	4.4	.4	3.3	.5
Transportation	3.0	.7	3.6	.9	4.0	.8	3.0	.9
Public utilities	3.8	.2	4.1	.3	4.5	.3	3.8	.3
Wholesale and retail trade	5.0	.6	5.1	.9	4.7	.5	5.0	.4
Excluding sales occupations	4.1	.5	3.9	.5	3.8	.4	4.5	.5
Wholesale trade	7.3	1.3	8.7	2.6	6.4	1.2	5.4	1.0
Excluding sales occupations	4.7	.7	5.0	.9	4.9	.4	5.0	.5
Retail trade	3.9	.6	3.3	.5	3.9	.5	4.8	.4
General merchandise stores	1.9	.9	1.9	.9	2.1	1.1	5.7	1.0
Food stores	3.8	.7	3.6	.4	3.4	.6	4.6	.5

See footnotes at end of table.

Table A-1. Standard errors[1] for 12-month percent changes in total compensation, Employment Cost Index, September 1989-June 1990—Continued

(Not seasonally adjusted)

Series[2]	September 1989		December 1989		March 1990		June 1990	
	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error
Workers, by industry division:—Continued								
Finance, insurance, and real estate	8.1	4.8	5.4	1.7	4.4	1.4	4.4	0.9
Excluding sales occupations	4.9	.8	4.0	.5	5.1	.5	4.7	.7
Banking, savings and loan, and other credit agencies	3.7	1.2	3.0	.8	3.3	.7	4.1	.8
Insurance	4.3	.9	4.1	1.0	5.0	.8	5.2	1.2
Services	5.6	.4	5.5	.3	6.1	.3	6.5	.3
Business services	4.7	.6	4.2	.8	5.6	.8	5.3	1.0
Health services	6.6	.5	6.9	.5	7.0	.3	7.1	.4
Hospitals	7.0	.5	7.1	.5	6.7	.2	6.6	.5
Nonmanufacturing	5.0	.6	4.9	.3	5.1	.3	5.1	.2
Workers, by bargaining status:								
Union	3.3	.3	3.7	.2	4.3	.3	4.1	.3
Goods-producing[3]	3.3	.3	3.6	.3	4.4	.3	4.5	.3
Service-producing[4]	3.3	.5	3.9	.4	4.1	.4	3.6	.3
Manufacturing	3.9	.2	4.3	.3	4.6	.4	4.7	.4
Nonmanufacturing	2.5	.4	3.1	.4	4.1	.4	3.7	.3
Nonunion	5.3	.6	5.1	.3	5.4	.2	5.5	.2
Goods-producing[3]	4.5	.2	4.7	.2	5.4	.2	5.5	.3
Service-producing[4]	5.8	.8	5.3	.4	5.3	.3	5.5	.2
Manufacturing	4.5	.2	4.6	.3	5.5	.3	5.5	.3
Nonmanufacturing	5.6	.8	5.2	.4	5.3	.3	5.4	.3
Workers, by region:								
Northeast	7.2	1.1	6.4	.7	5.8	.4	5.3	.5
South	3.9	.8	4.2	.4	5.1	.4	5.7	.3
Midwest	4.1	.3	4.1	.3	4.7	.3	4.8	.3
West	4.1	.5	4.2	.4	4.6	.4	4.5	.3
Workers, by area size:								
Metropolitan areas	5.3	.4	4.9	.3	5.2	.2	5.1	.2
Other areas	2.3	1.2	3.1	.4	4.2	.5	5.2	.5
State and local government workers	6.4	.4	6.2	.3	6.4	.3	6.5	.3
Workers, by occupational group:								
White-collar occupations	6.8	.4	6.4	.3	6.6	.3	6.7	.3
Blue-collar occupations	5.3	.4	6.4	.6	6.2	.6	6.3	.8
Workers, by industry division:								
Services	7.0	.5	6.3	.4	6.6	.3	6.8	.3
Excluding schools	6.2	.9	5.5	.6	6.4	.8	6.4	.7
Health services	6.8	.4	7.1	.3	7.5	.4	6.9	.4
Hospitals	6.4	.4	7.1	.2	7.5	.3	7.0	.4
Schools	7.4	.5	6.7	.4	6.8	.2	6.9	.3
Elementary and secondary	7.4	.5	6.5	.3	6.9	.3	7.1	.4
Public administration	5.1	.4	5.5	.4	5.9	.5	5.5	.4

[1] The standard error is a measure of the precision of the estimate. We can be 95-percent confident that the interval around the cost estimate bounded by plus or minus twice the standard error contains the "true" cost.

[2] Includes private industry and State and local government workers and excludes farm, household, and Federal Government workers.

[3] Includes mining, construction, and manufacturing.

[4] Includes transportation, public utilities, trade, finance, insurance, real estate, services, and, in series that include State and local government workers, public administration.

Table A-2. Standard errors[1] for 12-month percent changes in wages and salaries, Employment Cost Index, September 1989-June 1990

(Not seasonally adjusted)

Series	September 1989		December 1989		March 1990		June 1990	
	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error
Civilian workers[2]	4.5	0.4	4.4	0.2	4.4	0.2	4.7	0.2
Workers, by occupational group:								
Blue-collar occupations	3.7	.2	3.7	.2	3.8	.2	3.9	.2
Service occupations	3.6	.3	3.9	.3	4.0	.5	4.2	.4
Workers, by industry division:								
Goods-producing[3]	3.6	.2	3.9	.2	4.1	.2	4.2	.3
Manufacturing	3.7	.2	3.9	.2	4.3	.2	4.5	.3
Service-producing[4]	4.9	.6	4.8	.3	4.6	.3	4.9	.2
Services	5.5	.3	5.1	.2	5.4	.2	5.9	.3
Health services	6.1	.4	6.3	.3	6.4	.3	6.2	.4
Hospitals	6.5	.2	6.4	.3	6.2	.2	6.0	.4
Public administration	4.1	.4	4.5	.4	4.9	.4	4.6	.4
Nonmanufacturing	4.8	.6	4.7	.3	4.5	.3	4.8	.2
Private industry workers	4.3	.5	4.1	.3	4.2	.3	4.5	.2
Excluding sales occupations	3.9	.2	4.0	.1	4.1	.2	4.4	.2
Workers, by occupational group:								
White-collar occupations	4.9	.8	4.7	.5	4.6	.4	4.9	.3
Excluding sales occupations	4.2	.3	4.2	.2	4.5	.3	4.8	.3
Professional specialty and technical	4.3	.4	4.7	.4	4.8	.4	4.8	.3
Executive, administrative, and managerial	4.2	.6	3.6	.5	4.0	.4	4.9	.5
Sales	7.7	4.0	7.0	2.3	4.6	1.6	5.3	1.1
Administrative support including clerical	4.0	.2	4.5	.3	4.5	.2	4.7	.3
Blue-collar occupations	3.7	.2	3.5	.2	3.7	.2	3.8	.2
Precision production, craft, and repair	3.9	.3	3.8	.3	3.7	.3	3.6	.4
Machine operators, assemblers, and inspectors	3.6	.3	3.6	.3	4.0	.4	4.2	.3
Transportation and material moving	2.8	.3	2.6	.6	2.7	.4	3.1	.7
Handlers, equipment cleaners, helpers, and laborers	3.6	.6	3.8	.6	3.9	.6	4.4	.4
Service occupations	3.3	.3	3.6	.4	3.7	.7	4.2	.6
Workers, by industry division:								
Goods-producing[3]	3.6	.2	3.9	.2	4.0	.2	4.2	.3
Excluding sales occupations	3.7	.2	3.9	.2	3.9	.2	4.2	.2
Construction	3.5	.7	3.5	.6	2.9	.6	2.9	.6
Manufacturing	3.7	.2	3.9	.2	4.3	.2	4.5	.3
Durables	3.4	.2	4.0	.1	4.2	.3	4.3	.4
Nondurables	4.0	.4	3.7	.4	4.6	.4	4.8	.4
Service-producing[4]	4.9	.8	4.5	.5	4.2	.4	4.6	.3
Excluding sales occupations	4.2	.3	3.9	.2	4.2	.2	4.5	.3
Transportation and public utilities	2.0	.4	2.6	.4	3.1	.3	3.2	.5
Transportation	1.6	.7	2.0	.6	2.9	.5	2.3	.8
Public utilities	2.8	.2	3.1	.3	3.5	.4	4.1	.3
Wholesale and retail trade	4.5	.8	4.9	1.2	4.2	.6	4.6	.5
Excluding sales occupations	3.7	.6	3.6	.6	3.2	.4	4.2	.5
Wholesale trade	7.0	1.8	9.1	3.5	5.7	1.6	5.2	1.4
Excluding sales occupations	4.1	.7	4.3	1.1	4.0	.4	4.7	.6
Retail trade	3.4	.6	3.1	.5	3.6	.4	4.4	.4
General merchandise stores	3.4	.9	3.3	.8	3.2	.8	5.2	1.1
Food stores	2.2	.5	2.7	.4	2.8	.5	4.3	.5

See footnotes at end of table.

Table A-2. Standard errors[1] for 12-month percent changes in wages and salaries, Employment Cost Index, September 1989-June 1990—Continued

(Not seasonally adjusted)

Series	September 1989		December 1989		March 1990		June 1990	
	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error
Workers, by industry division:—Continued								
Finance, insurance, and real estate	6.3	5.4	5.2	2.0	3.6	1.7	3.5	1.0
Excluding sales occupations	5.1	1.0	3.9	.5	4.7	.5	3.9	.8
Banking, savings and loan, and other credit agencies	4.2	1.2	3.2	.6	2.8	.6	3.6	.7
Insurance	3.5	1.0	3.5	1.1	3.9	1.0	4.1	1.4
Services	4.9	.4	4.8	.4	5.1	.4	5.7	.4
Business services	4.6	.5	3.9	.7	4.7	.9	5.1	1.3
Health services	6.1	.5	6.4	.4	6.3	.4	6.3	.5
Hospitals	6.6	.3	6.6	.3	6.2	.2	6.0	.5
Nonmanufacturing	4.6	.7	4.5	.4	4.1	.4	4.5	.3
Workers, by bargaining status:								
Union	2.4	.2	3.1	.2	3.4	.3	3.3	.3
Goods-producing[3]	2.9	.2	3.3	.2	3.3	.3	3.5	.3
Service-producing[4]	1.9	.5	2.9	.4	3.3	.6	3.1	.4
Manufacturing	3.1	.2	3.5	.2	3.6	.3	3.8	.3
Nonmanufacturing	1.9	.4	2.7	.3	3.1	.5	3.0	.4
Nonunion	4.9	.6	4.5	.3	4.4	.3	4.8	.2
Goods-producing[3]	3.9	.2	4.1	.2	4.4	.2	4.5	.3
Service-producing[4]	5.3	.9	4.7	.5	4.6	.4	4.9	.3
Manufacturing	3.9	.2	4.1	.3	4.8	.3	4.8	.4
Nonmanufacturing	5.2	.8	4.7	.5	4.3	.4	4.8	.3
Workers, by region:								
Northeast	7.0	1.3	6.2	.9	5.4	.6	4.8	.6
South	3.4	1.0	3.8	.4	4.3	.4	5.2	.4
Midwest	3.5	.3	3.5	.3	3.5	.2	3.7	.3
West	3.2	.5	3.3	.5	3.4	.4	4.0	.4
Workers, by area size:								
Metropolitan areas	4.8	.4	4.4	.3	4.3	.3	4.4	.2
Other areas	2.0	1.4	3.0	.4	3.4	.6	4.6	.5
State and local government workers	5.5	.3	5.3	.3	5.6	.3	5.7	.3
Workers, by occupational group:								
White-collar occupations	5.9	.4	5.5	.3	5.9	.3	6.0	.3
Blue-collar occupations	4.2	.4	5.2	.5	4.8	.6	5.3	.8
Workers, by industry division:								
Services	6.0	.4	5.5	.3	5.9	.3	6.0	.3
Excluding schools	5.3	1.1	4.9	.8	6.4	1.1	6.4	1.0
Health services	6.2	.4	6.1	.3	6.7	.5	6.1	.4
Hospitals	6.1	.3	6.0	.2	6.4	.3	5.9	.3
Schools	6.4	.4	5.7	.3	5.8	.2	5.9	.3
Elementary and secondary	6.5	.6	5.6	.3	5.8	.3	5.9	.3
Public administration	4.1	.4	4.5	.4	4.9	.4	4.6	.4

[1] The standard error is a measure of the precision of the estimate. We can be 95-percent confident that the interval around the cost estimate bounded by plus or minus twice the standard error contains the "true" cost.

[2] Includes private industry and State and local government workers and excludes farm, household, and Federal Government workers.

[3] Includes mining, construction, and manufacturing.

[4] Includes transportation, public utilities, trade, finance, insurance, real estate, services, and, in series that include State and local government workers, public administration.

Table A-3. Standard errors[1] for 12-month percent changes in benefits, Employment Cost Index, private industry workers, September 1989-June 1990

(Not seasonally adjusted)

Series	September 1989		December 1989		March 1990		June 1990	
	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error
Private industry workers	6.0	0.3	6.1	0.3	7.2	0.3	6.9	0.3
Workers, by occupational group:								
White-collar occupations	6.7	.5	6.7	.5	7.4	.4	7.1	.4
Blue-collar occupations	5.1	.4	5.3	.4	6.7	.4	6.6	.5
Service occupations	6.8	.6	6.4	.7	7.4	1.1	7.0	1.2
Workers, by industry division:								
Goods-producing[2]	5.2	.3	5.4	.4	7.1	.4	7.2	.4
Service-producing[3]	6.8	.5	6.8	.5	7.2	.4	6.6	.4
Manufacturing	6.1	.3	5.9	.4	6.8	.4	6.9	.5
Nonmanufacturing	6.2	.5	6.2	.5	7.3	.4	6.9	.4

[1] The standard error is a measure of the precision of the estimate. We can be 95-percent confident that the interval around the cost estimate bounded by plus or minus twice the standard error contains the "true" cost.

[2] Includes mining, construction, and manufacturing.

[3] Includes transportation, public utilities, trade, finance, insurance, real estate, services, and, in series that include State and local government workers, public administration.

Table A-4. Relative errors[1] for employer costs per hour worked for employee compensation, by major private industry category, March 1990

Compensation component	All private industry		Goods-producing industries[2]		Service-producing industries[3]		Manufacturing industries		Nonmanufacturing industries	
	Cost	Relative error	Cost	Relative error	Cost	Relative error	Cost	Relative error	Cost	Relative error
Total compensation	$14.96	0.9	$17.55	1.5	$13.97	1.1	$17.33	1.4	$14.32	1.1
Wages and salaries	10.84	.9	12.14	1.5	10.34	1.1	11.86	1.4	10.56	1.1
Total benefits	4.13	1.1	5.41	1.7	3.63	1.5	5.47	1.6	3.76	1.5
Paid leave	1.03	1.7	1.19	2.1	.96	2.3	1.31	1.9	.95	2.2
Vacation pay	.51	1.9	.62	2.2	.47	2.7	.67	2.1	.47	2.6
Holiday pay	.34	1.5	.43	2.1	.31	2.0	.48	1.9	.31	1.9
Sick leave	.13	2.7	.10	3.4	.14	3.3	.12	3.3	.13	3.3
Other leave pay	.04	4.4	.04	6.2	.05	5.7	.05	6.8	.04	5.5
Supplemental pay	.37	3.5	.61	4.6	.28	6.2	.65	5.4	.29	5.4
Premium pay	.17	2.6	.34	3.7	.10	3.7	.34	3.3	.12	4.0
Nonproduction bonuses	.16	8.7	.20	14.1	.14	12.9	.22	16.1	.14	11.8
Shift pay	.05	4.4	.07	3.8	.04	7.4	.09	3.9	.03	7.3
Insurance[4]	.92	1.4	1.26	1.9	.79	2.1	1.37	1.8	.80	2.1
Retirement and savings	.45	3.4	.81	5.1	.39	4.2	.56	4.2	.42	4.0
Pensions	.36	4.0	.48	5.9	.31	4.9	.42	5.1	.34	4.4
Savings and thrift	.09	6.2	.14	6.7	.07	9.1	.14	6.9	.08	8.4
Legally required[5]	1.35	.6	1.70	1.2	1.21	.8	1.54	1.0	1.29	.8
Social Security	.89	.7	1.03	1.3	.84	.8	1.02	1.2	.86	.8
Federal unemployment insurance	.03	1.1	.03	.9	.03	1.4	.03	1.0	.03	1.3
State unemployment insurance	.09	1.9	.13	3.6	.08	2.3	.12	3.1	.09	2.4
Workers' compensation	.31	1.8	.50	2.8	.23	2.7	.36	2.2	.29	2.4
Other benefits[6]	([7])	9.8	.03	13.6	([7])	10.7	.04	13.9	([7])	13.4

[1] The relative error is the standard error expressed as a percent of the cost. We can be 95-percent confident that the interval around the cost estimate bounded by two times plus and two times minus the relative error contains the 'true' cost.

[2] Includes mining, construction, and manufacturing.

[3] Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

[4] Includes health, life, and sickness and accident insurance.

[5] Includes railroad retirement and supplemental retirement, railroad unemployment insurance, and other legally required benefits in addition to those shown.

[6] Includes severance pay and supplemental unemployment benefits.

[7] Cost per hour worked is $0.01 or less.

Table A-5. Relative errors[1] for employer costs per hour worked for employee compensation, private industry workers by major occupational category, March 1990

Compensation component	All private industry		White-collar occupations		Blue-collar occupations		Service occupations	
	Cost	Relative error	Cost	Relative error	Cost	Relative error	Cost	Relative error
Total compensation	$14.96	0.9	$17.59	1.2	$14.57	1.2	$7.66	2.2
Wages and salaries	10.84	.9	12.99	1.2	10.04	1.2	5.84	2.0
Total benefits	4.13	1.1	4.60	1.6	4.53	1.6	1.82	3.8
Paid leave	1.03	1.7	1.35	2.3	.86	1.7	.36	5.3
Vacation pay	.51	1.9	.65	2.6	.46	1.9	.19	5.0
Holiday pay	.34	1.5	.45	2.3	.30	1.8	.11	5.2
Sick leave	.13	2.7	.19	3.2	.07	3.3	.06	11.1
Other leave pay	.04	4.4	.06	5.8	.03	9.6	([2])	11.2
Supplemental pay	.37	3.5	.34	7.0	.53	2.9	.12	14.5
Premium pay	.17	2.6	.09	4.5	.34	3.1	.05	8.7
Nonproduction bonuses	.16	6.7	.21	12.1	.13	10.2	.04	41.6
Shift pay	.05	4.4	.04	7.3	.06	4.0	.03	15.7
Insurance[3]	.92	1.4	1.02	2.0	1.03	2.2	.38	5.9
Retirement and savings	.45	3.4	.54	3.6	.47	4.3	.13	21.0
Pensions	.36	4.0	.40	4.6	.41	4.6	.11	23.0
Savings and thrift	.09	6.2	.14	5.4	.06	7.0	.02	50.0
Legally required[4]	1.35	.6	1.34	.8	1.62	1.2	.82	2.5
Social Security	.89	.7	1.04	.9	.87	1.2	.49	2.0
Federal unemployment insurance	.03	1.1	.03	1.7	.03	.9	.03	1.8
State unemployment insurance	.09	1.9	.09	2.5	.12	3.3	.07	4.9
Workers' compensation	.31	1.8	.16	2.5	.56	2.3	.22	5.0
Other benefits[5]	([2])	9.8	([2])	8.2	.02	14.7	([2])	26.3

[1] The relative error is the standard error expressed as a percent of the cost. We can be 95-percent confident that the interval around the cost estimate bounded by two times plus and two times minus the relative error contains the 'true' cost.

[2] Cost per hour worked is $0.01 or less.

[3] Includes health, life, and sickness and accident insurance.

[4] Includes railroad retirement and supplemental retirement, railroad unemployment insurance, and other legally required benefits in addition to those shown.

[5] Includes severance pay and supplemental unemployment benefits.

Table A-6. Relative errors[1] for employer costs per hour worked for employee compensation, private industry workers by region and bargaining status, March 1990

Compensation component	Region								Bargaining status			
	Northeast		South		Midwest		West		Union		Nonunion	
	Cost	Relative error	Cost	Relative error	Cost	Relative error	Cost	Relative error	Cost	Relative error	Cost	Relative error
Total compensation	$17.02	2.4	$13.22	1.4	$14.62	1.9	$15.73	2.2	$18.76	2.0	$14.22	1.0
Wages and salaries	12.27	2.4	9.73	1.3	10.38	1.9	11.48	2.1	12.47	1.9	10.52	1.0
Total benefits	4.75	2.9	3.49	1.9	4.24	2.5	4.25	2.6	6.30	2.4	3.70	1.3
Paid leave	1.28	3.8	.85	2.2	1.00	3.7	1.02	3.8	1.35	2.4	.96	2.2
Vacation pay	.60	3.5	.43	2.2	.53	5.2	.50	4.3	.73	2.5	.47	2.4
Holiday pay	.42	4.3	.29	2.3	.33	2.8	.36	3.7	.43	2.8	.33	2.0
Sick leave	.18	4.9	.10	4.3	.10	6.1	.13	5.2	.14	4.8	.13	3.6
Other leave pay	.07	8.9	.04	8.7	.04	8.5	.03	8.6	.05	8.2	.04	5.5
Supplemental pay	.39	7.3	.30	5.7	.45	9.7	.36	6.1	.66	3.6	.31	4.7
Premium pay	.17	6.1	.15	4.6	.19	4.4	.16	5.4	.44	3.9	.11	3.5
Nonproduction bonuses	.16	17.3	.12	12.0	.20	21.9	.16	12.0	.12	6.6	.16	9.8
Shift pay	.06	9.6	.04	9.3	.05	8.9	.04	7.1	.11	5.5	.03	6.3
Insurance[2]	1.07	3.6	.77	2.8	.97	3.0	.92	3.7	1.56	2.6	.79	1.7
Retirement and savings	.54	6.1	.34	5.1	.48	8.5	.47	6.3	.84	4.6	.37	4.0
Pensions	.45	6.3	.25	6.3	.41	10.1	.37	7.1	.78	4.9	.28	4.9
Savings and thrift	.10	11.8	.09	15.5	.07	7.5	.11	9.7	.07	8.4	.10	6.7
Legally required[3]	1.45	1.7	1.22	1.3	1.32	1.3	1.46	2.1	1.83	2.1	1.25	.7
Social Security	1.00	1.8	.81	1.4	.87	1.4	.93	1.9	1.08	1.8	.86	.8
Federal unemployment insurance	.03	2.0	.03	.9	.03	3.3	.03	1.1	.03	2.0	.03	1.2
State unemployment insurance	.10	4.1	.07	3.8	.11	4.2	.10	4.1	.13	4.5	.09	2.1
Workers' compensation	.28	4.4	.29	4.1	.28	3.5	.40	5.7	.52	4.8	.27	2.6
Other benefits[4]	([5])	21.9	([5])	12.6	.02	17.3	([5])	17.8	.05	14.9	([5])	8.6

[1] The relative error is the standard error expressed as a percent of the cost. We can be 95-percent confident that the interval around the cost estimate bounded by two times plus and two times minus the relative error contains the 'true' cost.

[2] Includes health, life, and sickness and accident insurance.

[3] Includes railroad retirement and supplemental retirement, railroad unemployment insurance, and other legally required benefits in addition to those shown.

[4] Includes severance pay and supplemental unemployment benefits.

[5] Cost per hour worked is $0.01 or less.

Table A-7. Relative errors[1] for employer costs per hour worked for employee compensation, private industry workers by occupation and industry, March 1990

	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid Leave	Supplemental pay	Insurance	Retirement and savings	Legally required	Other benefits[2]
Private industry workers	$14.96	$10.84	$4.13	$1.03	$0.37	$0.92	$0.45	$1.35	[3]
Relative error	.9	.9	1.1	1.7	3.5	1.4	3.4	.6	9.8
White-collar occupations	$17.59	$12.99	$4.60	$1.35	$.34	$1.02	$.54	$1.34	[3]
Relative error	1.2	1.2	1.6	2.3	7.0	2.0	3.6	.8	6.2
Professional specialty and technical	$23.27	$17.07	$6.20	$1.92	$.44	$1.29	$.80	$1.74	$.02
Relative error	2.7	2.6	3.3	4.4	8.6	3.5	9.0	1.9	13.3
Executive, administrative, managerial	$26.61	$19.65	$6.96	$2.30	$.61	$1.29	$.89	$1.85	$.02
Relative error	2.8	2.7	3.6	4.3	18.3	3.8	5.6	1.8	11.2
Sales workers	$12.12	$9.46	$2.66	$.63	$.17	$.60	$.24	$1.01	[3]
Relative error	2.3	2.5	2.7	4.0	9.0	4.7	5.5	1.8	25.7
Administrative support, including clerical	$12.64	$9.08	$3.56	$.95	$.25	$.98	$.37	$1.00	[3]
Relative error	1.7	1.2	3.0	3.2	7.5	4.8	5.2	1.4	10.4
Blue-collar occupations	$14.57	$10.04	$4.53	$.86	$.53	$1.03	$.47	$1.62	$.02
Relative error	1.2	1.2	1.6	1.7	2.9	2.2	4.3	1.2	14.7
Precision production, craft, repair	$18.34	$12.73	$5.61	$1.12	$.62	$1.18	$.65	$2.01	$.03
Relative error	2.1	1.9	2.7	2.4	4.6	3.4	8.3	1.9	20.0
Machine operators, assemblers, inspectors	$13.47	$9.04	$4.43	$.88	$.64	$1.13	$.38	$1.36	$.04
Relative error	1.7	1.7	2.4	2.4	5.3	3.1	5.4	1.8	23.5
Transportation and material moving	$15.41	$10.62	$4.79	$.88	$.46	$1.03	$.54	$1.87	[3]
Relative error	3.3	3.2	4.0	5.9	7.4	5.5	8.5	3.7	22.1
Handlers, cleaners, helpers, laborers	$10.61	$7.45	$3.16	$.51	$.33	$.73	$.31	$1.27	[3]
Relative error	1.7	1.8	2.4	3.7	5.7	5.0	7.9	1.7	29.9
Service occupations	$7.66	$5.84	$1.82	$.36	$.12	$.38	$.13	$.82	[3]
Relative error	2.2	2.0	3.9	5.3	14.5	5.9	21.0	2.5	26.3
Goods-producing industries[4]	$17.55	$12.14	$5.41	$1.19	$.61	$1.26	$.61	$1.70	$.03
Relative error	1.5	1.5	1.7	2.1	4.6	1.9	5.1	1.2	13.6
Construction	$17.42	$12.55	$4.87	$.63	$.46	$.83	$.71	$2.22	$.02
Relative error	4.5	4.2	5.6	9.7	12.1	8.9	13.8	3.0	58.6
Manufacturing industries	$17.33	$11.86	$5.47	$1.31	$.65	$1.37	$.56	$1.54	$.04
Relative error	1.4	1.4	1.6	1.9	5.4	1.8	4.2	1.0	13.9
Durables	$18.56	$12.54	$6.02	$1.45	$.77	$1.52	$.60	$1.64	$.05
Relative error	1.5	1.5	1.7	2.1	5.9	2.2	4.7	1.1	8.0
Nondurables	$15.59	$10.89	$4.69	$1.12	$.48	$1.15	$.52	$1.40	$.02
Relative error	3.0	2.9	3.5	4.0	11.9	3.5	7.5	2.0	53.6
Service-producing industries[5]	$13.97	$10.34	$3.63	$.96	$.28	$.79	$.39	$1.21	[3]
Relative error	1.1	1.1	1.5	2.3	6.2	2.1	4.2	.8	10.7
Transportation and public utilities	$21.48	$14.74	$6.74	$1.77	$.43	$1.55	$.9[illegible]	$2.03	$.02
Relative error	2.0	2.1	2.2	2.7	5.1	2.4	5.8	2.4	8.1
Wholesale trade	$17.45	$12.65	$4.80	$1.23	$.46	$1.12	$.51	$1.47	$.02
Relative error	3.5	3.8	3.4	5.8	7.9	3.8	6.9	2.1	27.2
Retail trade	$8.52	$6.62	$1.90	$.37	$.16	$.38	$.13	$.86	[3]
Relative error	1.3	1.1	2.5	2.5	8.0	5.6	8.3	1.2	21.8
Finance, insurance, and real estate	$18.04	$13.35	$4.69	$1.49	$.25	$1.16	$.54	$1.23	[3]
Relative error	3.6	4.0	2.8	6.9	9.2	3.3	5.3	1.6	17.7
Services	$14.41	$10.75	$3.67	$1.02	$.30	$.74	$.39	$1.21	[3]
Relative error	2.2	2.0	3.3	4.6	12.4	4.3	9.3	1.9	25.9

[1] The relative error is the standard error expressed as a percent of the cost. We can be 95-percent confident that the interval around the cost estimate bounded by two times plus and two times minus the relative error contains the 'true' cost.

[2] Includes severance pay and supplemental unemployment benefits.

[3] Cost per hour worked is $0.01 or less.

[4] Includes mining, construction, and manufacturing.

[5] Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

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Table A-8. Relative errors[1] for employer costs per hour worked for employee compensation, workers in private goods-producing and service-producing industries by occupational group, March 1990

	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid Leave	Supplemental pay	Insurance	Retirement and savings	Legally required	Other benefits[2]
All workers, goods-producing industries[3]	$17.55	$12.14	$5.41	$1.19	$0.61	$1.26	$0.61	$1.70	$0.03
Relative error	1.5	1.5	1.7	2.1	4.6	1.9	5.1	1.2	13.6
White-collar occupations	$22.44	$16.06	$6.38	$1.91	$.51	$1.51	$.77	$1.67	$.03
Relative error	2.2	2.2	2.6	2.6	13.7	2.3	5.7	1.4	10.5
Professional specialty and technical	$25.32	$17.98	$7.34	$2.28	$.40	$1.76	$.98	$1.87	$.04
Relative error	1.9	1.9	2.0	2.5	7.1	1.8	5.6	1.8	15.1
Executive, administrative, managerial	$32.05	$23.31	$8.75	$2.92	$.81	$1.67	$1.12	$2.21	$.03
Relative error	4.1	4.0	5.1	4.9	29.1	4.4	8.3	2.0	16.3
Administrative support, including clerical	$14.02	$9.74	$4.28	$1.03	$.42	$1.23	$.42	$1.15	$.02
Relative error	1.9	1.8	2.7	2.6	16.3	3.0	6.3	1.9	16.8
Blue-collar occupations	$15.52	$10.50	$5.02	$.89	$.66	$1.15	$.55	$1.73	$.04
Relative error	1.8	1.7	2.2	2.1	3.9	2.5	7.2	1.5	17.5
Precision production, craft, repair	$19.31	$13.21	$6.10	$1.05	$.74	$1.26	$.78	$2.23	$.04
Relative error	3.1	2.9	3.5	3.4	5.6	4.4	11.1	2.1	24.1
Machine operators, assemblers, inspectors	$13.83	$9.17	$4.66	$.92	$.70	$1.22	$.40	$1.38	$.05
Relative error	1.8	1.5	2.6	2.5	5.4	3.0	6.3	1.9	23.8
Transportation and material moving	$16.30	$10.93	$5.36	$.87	$.68	$1.18	$.71	$1.91	$.02
Relative error	3.7	3.5	4.6	5.7	9.2	6.2	14.9	4.7	37.4
Handlers, cleaners, helpers, laborers	$11.88	$8.23	$3.65	$.53	$.41	$.81	$.38	$1.51	(*)
Relative error	3.6	3.3	4.7	5.5	8.0	5.9	17.0	3.6	30.7
Service occupations	$13.49	$9.15	$4.34	$.91	$.50	$1.14	$.48	$1.29	$.03
Relative error	5.1	4.9	6.9	7.9	13.9	10.7	10.9	4.0	32.6
All workers, service-producing industries[5]	$13.97	$10.34	$3.63	$.96	$.28	$.79	$.39	$1.21	(*)
Relative error	1.1	1.1	1.5	2.3	6.2	2.1	4.2	.8	10.7
White-collar occupations	$16.64	$12.38	$4.25	$1.24	$.31	$.93	$.49	$1.27	(*)
Relative error	1.4	1.3	1.9	2.7	8.7	2.7	4.2	1.1	12.0
Professional specialty and technical	$22.79	$16.85	$5.94	$1.83	$.45	$1.17	$.76	$1.70	(*)
Relative error	3.3	3.1	4.1	5.6	10.5	4.5	11.4	2.3	20.4
Executive, administrative, managerial	$24.84	$18.46	$6.38	$2.10	$.55	$1.16	$.81	$1.74	(*)
Relative error	3.3	3.2	4.4	5.4	23.8	5.0	6.9	2.3	15.8
Sales workers	$11.70	$9.15	$2.55	$.60	$.17	$.57	$.23	$.98	(*)
Relative error	2.2	2.5	2.6	4.1	8.9	4.8	6.2	1.7	21.1
Administrative support, including clerical	$12.32	$8.93	$3.40	$.93	$.21	$.93	$.36	$.97	(*)
Relative error	2.2	1.6	3.9	4.1	7.4	6.2	6.2	1.8	13.4
Blue-collar occupations	$13.33	$9.44	$3.89	$.83	$.36	$.86	$.37	$1.47	(*)
Relative error	2.3	2.2	2.9	3.5	5.2	4.3	6.3	2.0	18.1
Precision production, craft, repair	$16.94	$12.03	$4.91	$1.24	$.45	$1.06	$.47	$1.68	(*)
Relative error	2.2	2.0	3.3	3.9	8.9	3.9	7.4	2.4	11.9
Transportation and material moving	$15.05	$10.49	$4.56	$.89	$.37	$.97	$.47	$1.85	(*)
Relative error	4.6	4.4	5.9	7.9	9.5	8.3	12.7	4.9	21.6
Handlers, cleaners, helpers, laborers	$9.81	$6.96	$2.85	$.49	$.26	$.69	$.26	$1.12	(*)
Relative error	2.8	2.9	3.7	5.3	8.6	7.2	10.2	2.5	47.7
Service occupations	$7.50	$5.75	$1.75	$.35	$.11	$.35	$.12	$.81	(*)
Relative error	2.3	2.1	4.0	5.6	16.0	6.3	23.2	2.6	35.7

[1] The relative error is the standard error expressed as a percent of the cost. We can be 95-percent confident that the interval around the cost estimate bounded by two times plus and two times minus the relative error contains the 'true' cost.

[2] Includes severance pay and supplemental unemployment benefits.

[3] Includes mining, construction, and manufacturing.

[4] Cost per hour worked is $0.01 or less.

[5] Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

Table A-9. Relative errors[1] for employer costs per hour worked for employee compensation, workers in private manufacturing and nonmanufacturing industries by occupational group, March 1990

	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid Leave	Supplemental pay	Insurance	Retirement and savings	Legally required	Other benefits[2]
All workers, manufacturing industries	$17.33	$11.86	$5.47	$1.31	$0.65	$1.37	$0.56	$1.54	$0.04
Relative error	1.4	1.4	1.6	1.9	5.4	1.8	4.2	1.0	13.9
White-collar occupations	$22.44	$15.97	$6.46	$1.94	$.51	$1.58	$.76	$1.64	$.03
Relative error	2.4	2.4	2.7	2.8	15.8	2.4	5.7	1.5	13.0
Professional specialty and technical	$25.03	$17.76	$7.27	$2.27	$.41	$1.76	$.93	$1.86	$.04
Relative error	2.0	2.1	2.2	2.8	7.8	1.9	6.1	1.9	17.6
Executive, administrative, managerial	$32.53	$23.59	$8.93	$3.02	$.79	$1.81	$1.14	$2.13	$.03
Relative error	4.8	4.8	5.7	5.6	37.0	4.7	6.5	2.5	19.2
Administrative support, including clerical	$14.19	$9.72	$4.47	$1.08	$.47	$1.31	$.44	$1.16	$.02
Relative error	2.0	1.7	3.1	2.8	17.9	3.1	7.2	2.0	18.5
Blue-collar occupations	$14.94	$9.92	$5.02	$1.02	$.72	$1.27	$.47	$1.50	$.04
Relative error	1.3	1.2	1.9	2.1	4.2	2.3	5.4	1.4	17.5
Precision production, craft, repair	$19.36	$12.86	$6.50	$1.49	$.92	$1.54	$.68	$1.83	$.05
Relative error	1.9	1.8	2.4	3.0	5.6	3.0	6.5	1.8	13.2
Machine operators, assemblers, inspectors	$13.81	$9.15	$4.66	$.92	$.70	$1.22	$.39	$1.38	$.05
Relative error	1.8	1.5	2.6	2.6	5.4	3.1	6.4	1.9	23.9
Transportation and material moving	$16.00	$10.61	$5.39	$.99	$.69	$1.28	$.64	$1.77	$.02
Relative error	4.6	4.3	5.7	5.6	10.7	6.6	20.6	6.0	37.5
Handlers, cleaners, helpers, laborers	$11.66	$7.82	$3.84	$.65	$.50	$1.01	$.33	$1.33	$.02
Relative error	2.8	2.5	3.9	5.2	9.0	5.7	9.0	3.9	32.1
Service occupations	$13.65	$9.23	$4.42	$.94	$.49	$1.17	$.49	$1.29	$.04
Relative error	5.3	5.1	7.1	8.0	14.7	10.9	10.8	4.2	33.3
All workers, nonmanufacturing industries	$14.32	$10.56	$3.76	$.95	$.29	$.80	$.42	$1.29	[3]
Relative error	1.1	1.1	1.5	2.2	5.4	2.1	4.0	.8	13.4
White-collar occupations	$16.82	$12.52	$4.31	$1.26	$.32	$.94	$.50	$1.29	[3]
Relative error	1.3	1.3	1.8	2.6	8.2	2.6	4.2	1.0	10.4
Professional specialty and technical	$25.25	$18.75	$6.50	$2.13	$.57	$1.17	$.83	$1.79	[3]
Relative error	3.0	2.9	4.1	5.0	21.2	4.7	6.9	2.1	13.8
Executive, administrative, managerial	$11.77	$9.20	$2.57	$.60	$.17	$.57	$.24	$.99	[3]
Relative error	2.3	2.5	2.6	4.0	8.9	4.7	6.0	1.7	21.1
Sales workers	$12.36	$8.96	$3.40	$.92	$.21	$.93	$.36	$.98	[3]
Relative error	2.1	1.5	3.8	3.9	7.0	6.0	6.0	1.7	12.5
Administrative support, including clerical	$17.89	$12.67	$5.22	$.97	$.49	$1.02	$.64	$2.08	$.02
Relative error	2.9	2.6	3.7	3.3	7.8	4.9	11.4	2.5	38.0
Blue-collar occupations	$14.30	$10.13	$4.17	$.75	$.39	$.85	$.47	$1.70	[3]
Relative error	1.9	1.7	2.4	2.7	4.8	3.7	5.9	1.9	27.8
Precision production, craft, repair	$11.60	$8.44	$3.16	$.66	$.33	$.61	$.29	$1.26	[3]
Relative error	7.4	9.1	6.1	6.9	17.5	11.7	15.0	7.4	22.5
Transportation and material moving	$10.27	$7.33	$2.94	$.46	$.28	$.64	$.30	$1.25	[3]
Relative error	2.1	2.2	2.9	4.7	7.3	6.2	10.1	2.0	46.9
Handlers, cleaners, helpers, laborers	$7.50	$5.75	$1.75	$.35	$.11	$.35	$.12	$.81	[3]
Relative error	2.3	2.1	4.0	5.6	15.9	6.3	23.1	2.6	35.7
Service occupations	$7.50	$5.75	$1.75	$.35	$.11	$.35	$.12	$.81	[3]
Relative error	2.3	2.1	4.0	5.6	15.9	6.3	23.1	2.6	35.7

[1] The relative error is the standard error expressed as a percent of the cost. We can be 95-percent confident that the interval around the cost estimate bounded by two times plus and two times minus the relative error contains the 'true' cost.

[2] Includes severance pay and supplemental unemployment benefits.

[3] Cost per hour worked is $0.01 or less.

Table A-10. Relative errors[1] for employer costs per hour worked for employee compensation, private industry workers by bargaining status and industry and occupation group, March 1990

	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid Leave	Supplemental pay	Insurance	Retirement and savings	Legally required	Other benefits[2]
All union workers, private industry	$18.78	$12.47	$6.30	$1.35	$0.66	$1.56	$0.84	$1.83	$0.05
Relative error	2.0	1.9	2.4	2.4	3.6	2.6	4.6	2.1	14.9
Blue-collar occupations	$20.05	$12.94	$7.11	$1.38	$.84	$1.75	$1.00	$2.07	$.07
Relative error	1.3	1.4	1.6	1.9	3.0	1.7	4.6	1.9	15.5
Goods-producing industries	$20.61	$13.20	$7.41	$1.36	$.97	$1.85	$1.06	$2.08	$.09
Relative error	1.8	1.8	2.1	2.5	3.5	2.2	6.5	2.3	17.0
Service-producing industries	$17.39	$11.93	$5.46	$1.35	$.43	$1.34	$.68	$1.64	(3)
Relative error	3.1	3.0	3.7	4.2	5.4	4.4	7.2	2.6	13.6
Manufacturing	$19.07	$12.03	$7.04	$1.49	$1.03	$1.83	$.77	$1.82	$.10
Relative error	1.7	1.6	2.2	2.4	3.9	2.6	6.1	2.4	16.9
Blue-collar occupations	$19.05	$11.97	$7.07	$1.47	$1.04	$1.85	$.77	$1.84	$.10
Relative error	1.8	1.7	2.3	2.4	4.2	2.7	6.1	2.6	17.7
Nonmanufacturing	$18.62	$12.71	$5.92	$1.28	$.47	$1.42	$.88	$1.84	$.02
Relative error	3.0	2.9	3.5	3.7	5.4	3.9	6.9	3.0	28.6
All nonunion workers, private industry	$14.22	$10.52	$3.70	$.96	$.31	$.79	$.37	$1.25	(3)
Relative error	1.0	1.0	1.3	2.2	4.7	1.7	4.0	.7	8.6
Blue-collar occupations	$12.12	$8.75	$3.37	$.63	$.39	$.70	$.24	$1.41	(3)
Relative error	1.4	1.4	1.8	2.3	5.2	3.0	5.1	1.8	23.0
Goods-producing industries	$16.52	$11.78	$4.73	$1.14	$.49	$1.06	$.46	$1.58	(3)
Relative error	1.8	1.7	2.1	2.8	7.8	2.3	5.5	1.5	11.3
Service-producing industries	$13.47	$10.10	$3.36	$.90	$.25	$.71	$.35	$1.15	(3)
Relative error	1.3	1.3	1.8	2.9	7.7	2.5	5.0	1.0	13.3
Manufacturing	$16.72	$11.80	$4.92	$1.25	$.52	$1.20	$.49	$1.44	$.02
Relative error	1.9	1.9	2.2	2.5	9.4	2.3	5.0	1.4	12.9
Blue-collar occupations	$12.63	$8.77	$3.86	$.76	$.54	$.94	$.30	$1.31	(3)
Relative error	1.6	1.4	2.4	2.6	8.6	3.1	7.3	1.9	25.2
Nonmanufacturing	$13.64	$10.22	$3.42	$.89	$.26	$.70	$.35	$1.21	(3)
Relative error	1.2	1.2	1.7	2.8	6.8	2.4	4.6	1.0	11.9

[1] The relative error is the standard error expressed as a percent of the cost. We can be 95-percent confident that the interval around the cost estimate bounded by two times plus and two times minus the relative error contains the 'true' cost.

[2] Includes severance pay and supplemental unemployment benefits.

[3] Cost per hour worked is $0.01 or less.

Table A-11. Aerospace industries, relative errors[1] for employer costs per hour worked for employee compensation, by industry and occupational group, March 1990

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required	Other benefits[2]
Aircraft and parts manufacturing (SIC 372)	$23.42	$15.78	$7.63	$2.03	$1.25	$1.87	$0.68	$1.77	$0.03
Relative error	.8	.7	.9	.8	3.9	.7	1.2	.5	2.5
White-collar workers	$25.56	$17.79	$7.76	$2.35	$.88	$1.88	$.81	$1.80	$.04
Relative error	1.1	1.0	1.4	.9	9.1	.6	1.1	1.3	4.8
Professional and technical workers	$26.97	$19.00	$7.97	$2.51	$.76	$1.90	$.82	$1.94	$.04
Relative error	.8	.8	.9	1.0	2.7	1.1	2.0	1.7	10.2
Blue-collar workers	$21.10	$13.57	$7.52	$1.68	$1.69	$1.86	$.53	$1.74	$.02
Relative error	.8	.8	.9	1.2	1.7	1.4	2.8	1.0	6.4
Precision production, craft, and repair	$22.19	$14.47	$7.72	$1.80	$1.64	$1.89	$.54	$1.83	$.02
Relative error	.7	.8	.8	1.4	2.1	1.8	3.2	.9	11.1
Machine operators, inspectors, and assemblers	$19.89	$12.60	$7.30	$1.52	$1.76	$1.80	$.54	$1.65	$.03
Relative error	1.9	1.9	2.0	2.7	3.1	2.4	4.6	1.6	9.5
Aircraft manufacturing (SIC 3721)	$24.17	$16.32	$7.84	$2.16	$1.27	$1.84	$.76	$1.79	[3]
Relative error	.6	.6	.6	1.0	1.4	.6	1.4	.6	-
White-collar workers	$25.51	$17.71	$7.80	$2.40	$.87	$1.82	$.89	$1.81	[3]
Relative error	1.0	1.1	.7	1.1	2.0	1.0	1.8	1.7	-
Blue-collar workers	$22.22	$14.26	$7.96	$1.80	$1.93	$1.88	$.56	$1.79	[3]
Relative error	1.1	.9	1.4	1.7	2.6	1.3	2.9	1.6	-
Aircraft engines and parts manufacturing (SIC 3724)	$23.41	$15.64	$7.77	$2.06	$1.08	$2.30	$.48	$1.75	$.09
Relative error	1.3	1.5	1.0	1.9	2.0	1.1	2.2	.9	2.7
Aircraft parts and equipment manufacturing, not elsewhere classified (SIC 3728)	$21.71	$14.69	$7.02	$1.71	$1.36	$1.53	$.69	$1.72	$.02
Relative error	3.0	2.6	3.8	2.3	14.4	2.5	5.4	1.6	8.7
Guided missiles and space vehicles manufacturing (SIC 3761)	$27.09	$19.03	$8.06	$2.50	$.91	$1.95	$.93	$1.76	[3]
Relative error	1.7	2.0	1.1	1.7	3.1	.6	2.0	.7	-

[1] The relative error is the standard error expressed as a percent of the cost. We can be 95-percent confident that the interval around the cost estimate bounded by two times plus and two times minus the relative error contains the 'true' cost.

[2] Includes severance pay and supplemental unemployment benefits.

[3] Cost per hour worked is $0.01 or less.

- Data not available.

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